SARANATHAN COLLEGE OF ENGINEERING

(Approved by AICTE, New Delhi and Affiliated to Anna University, Chennai)

Accredited by NBA & NAAC A+

Venkateswara Nagar, Panjappur,

Tiruchirappalli - 620 012,

Tamil Nadu, India.

www.saranathan.ac.in

3.5.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/internship during the year 2022 - 2023

SARANATHAN COLLEGE OF ENGINEERING

(Approved by AICTE, New Delhi and Affiliated to Anna University, Chennai-25)

Venkateswara Nagar, Panjappur, Tiruchirappalli - 620 012, Tamil Nadu.

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CRITERION: 3.5.1

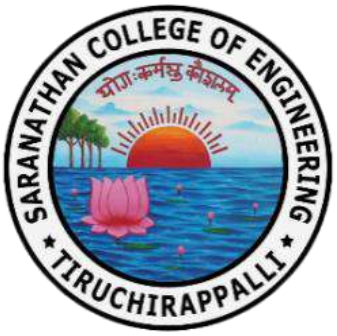
Number of Collaborative activities for Research, Faculty exchange, Student exchange/ Internship during the year

2022 - 2023

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Saranathan College of Engineering

Tiruchirappalli - 620 012



Computer Science and Engineering

03 Sep, 2022

Mr. Abilash S
Hig-106, TNUDP, Phase-2,
Annanagar,
Trichy – 620026.

Dear Mr. Abilash,

Subject: Appointment Letter

We are pleased to appoint you as **"Project Engineer"** in our company Unilogic Technologies Pvt. Ltd.

Please find the below terms and conditions of this appointment which are based on our Company policies.

1. APPOINTMENT:

a. As a part of the recruitment process, you will have your Internship training during your 8th semester at our company and you shall complete your final year project with our guidance. Internship training is likely to start from 5th December 2021, during which you shall abide to all the rules and policies of the company.

b. Your date of appointment is effective from the date of joining. You have to confirm your acceptance of this appointment by signing and returning a copy of the declaration attached with this offer letter. Your date of joining will be 1st June 2023.

c. Your present place of work will be at Unilogic Technologies, 304-A, PSG STEP Software Park-2, Peelamedu, Coimbatore – 641004, India. But during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the company's projects or any other establishment in India or outside, at the sole discretion of the management.

d. You will be on a probation period for 6 months from the date of employment, during which the company will evaluate your performance. If your performance is found satisfactory, your services will be confirmed with the company and extend the benefits offered to confirmed employees. In rare cases, the company may find it necessary to extend the probation period to provide additional time for your training and performance evaluation. During the probation period your services can be terminated with seven days notice without any reasons whatsoever.

2. SALARY AND BENEFITS:

a. Your annual total employment cost to the company would be INR 3,00,000 (Three lakhs only). Your monthly salary during the probation period will be INR 20,000 and upon confirmation it will be revised up to INR 25,000 based on your performance. This is the take home pay. Upon confirmation you will be eligible for other company benefits such as company mediclaim policy and certification fee allowances. The details of the salary structure will be communicated at the time of joining.

b. Your salary will be reviewed annually as per company policy. Changes in your compensation are discretionary and are based on your performance during the period and other relevant criteria.

c. Your individual remuneration is purely between yourself and company. It has been arrived on the basis of your job skills, specific background and professional merit. Accordingly, your salary and any changes made to it are strictly confidential and may not be discussed with any of your colleagues in the company except those who have been designated as having the authority to know your salary details.

d. You will be eligible for holidays on Sundays and all declared public holidays. In addition, you are eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service which would cover 15 working days of paid leave per annum (5 Casual Leave, 5 Sick Leave, 5 Privilege Leave) which would be credited to the employee on a quarterly basis of each financial year. During Probation you will have 4 days of paid leave (2 Casual Leave, 2 Sick Leave) for the first two quarters from date of joining.

Year / Quarter	Q1	Q2	Q3	Q4	Total
During Probation	-	-	2	2	4
After Confirmation	4	4	4	3	15

e. Minimum Period of Service: You will be given training on company's cost which will equip you to execute the project work successfully in Unilogic and at customer site. At the same time, company expects you to deliver your service in Unilogic for a minimum period of 3 years. Failing to fulfill this commitment and purely at the discretion of the employer, for any risk whatsoever, the employee will be required to pay to the employer without demur, and on demand, a sum not exceeding 12 (twelve) months net Salary as was being received by the employee at the time of said notice, as compensation. You will be requested to submit the relieving letter from the previous employers (if applicable), proof of last drawn salary (if applicable) and educational certificates (10th, 12th and Degree Certificates in original) for our records during the date of joining. Same will be returned to you upon completion of minimum period of service.

3. GENERAL RESPONSIBILITIES:

a. Each employee based on their roles and responsibility, you are required to deliver 9 hours of productive work between 9 AM and 7 PM from Monday to Friday.

b. You have to ensure that you are available for all relevant customer meetings, team meetings and interactions.

c. You may be required to travel on Company work for which you will be reimbursed as per the Company Policy.

d. You shall inform the Company of any changes in your personal data within 7 days of the occurrence of such change.

e. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without

the prior written permission of the Company.

4. INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION:

a. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

b. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.

c. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

d. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

e. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

f. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

g. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

5. TERMINATION:

a. At any time during the employment, if you decide to leave the company, your services can be terminated on three months' notice on either side.

b. In the event of deciding the termination of employment, where you are committed to project/customer (onsite work), you shall be required to enable smooth transition and transfer of knowledge to the person assuming your responsibilities.

c. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

d. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the

Management may take such action as it deems fit in its sole discretion, including termination of your employment.

6. CODE OF CONDUCT:

a. Everybody in the Company is expected to treat all others with respect and dignity.

b. Our dress code requires our employees to wear presentable outfits (formals or smart casuals). Saturdays are casual dress days but it still excludes what may be considered extreme fashion like torn jeans, etc. Men are required to wear shoes on all working days and mandatory for customer visits.

c. Access to Internet/E-Mail in the office premises is strictly for official purpose only. Your usage / downloads may subject to firewall / monitoring software to adhere to company policies. More detailed company Internet / Email usage guidelines will be given during training period.

d. Your mobile phone should be limited to official usage during working hours and restrict the use of social networking/games inside the company premises. Personal emergency calls should be taken outside the office without disturbing office ambience.

All the benefits are as per the Company's policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non Compete Agreement" which would be effective from the date of joining.

If you agree to the terms and conditions mentioned above, please sign and return the company copy of declaration form.

We request you to produce relieving letter from the previous employers (if applicable), educational certificates (10^{th}, 12^{th} and Degree Certificate), and proof of last drawn salary (if applicable) with an original copy of the same for our records during the date of joining.

Welcome to Unilogic Technologies. We wish you a long, rewarding and fulfilling career and look forward to joining us.

With Best Wishes,

For Unilogic Technologies Private Limited

Senthilkumar Murugesan
Managing Director & CEO

DECLARATION

I, **Abilash S** have read the above mentioned terms and conditions and agree to confirm to the norms and practices established in this organization.

I hereby inform that I will take the Internship training on 5th December 2022 and I am agreeing to submit the 10th and 12th Certificates (original copy) during the start of Internship training.

After the successful completion of training, I will accept the position of "**Project Engineer"** at the salary mentioned in this appointment letter. I hereby confirm that I will join the company on 1st June 2023 and submit the remaining certificates.

Date :

Name : Abilash S

Signature :

Letter of Intent (LOI)

Superset ID: 3370146

Date: September 30, 2022

Dear ABIRAMI R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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

September 5, 2022

Dear Ahmed Yahya A,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a "**Associate Technical Consultant**". We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

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

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

Warm Regards,



Suresh Kumar C
Director – People & Operations, Vuram

Services, Redefined.

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Offer Details

Appointment & Compensation

1. Your employment start date will be **will be informed shortly.**
2. You will be on training and probation for the first six full calendar months of your employment.
3. During this period, you will earn a total of Rs. 21,900/month. This amount will be credited to your bank account on the last working day of the month.
4. Your salary breakdown during your probation period will be as follows:

Category	Monthly Pay(INR)
Basic	11,700.00
House Rent Allowance	5,850.00
Commutation Allowance	1,600.00
Medical Allowance	1,250.00
Internet Allowance	1,000.00
Fitness Allowance	500.00
Gross Salary [#]	***21,900.00***
Employer PF Contribution	1,800.00
Total	***23,700.00***

[#] Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

5. Your compensation will be pro-rated for any partial months worked
6. During your probation period, you will be eligible for insurance and PF benefits as per company policy.
7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

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9. Upon confirmation, your salary will be as per the table below.

Category	Monthly (INR)	Annually (INR)
Basic	17,600.00	2,11,200.00
House Rent Allowance	8,800.00	1,05,600.00
Commutation Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Internet Allowance	1,000.00	12,000.00
Fitness Allowance	500.00	6,000.00
Other Allowance	250.00	3,000.00
Gross Pay	**31,000.00**	**3,72,000.00**
Employer Provident Fund	1,800.00	21,600.00
Bonus Potential		37,200.00
Gratuity		10,154.00
Insurance Cover		15,840.00
Total		**4,56,794.00**

a. **Employer Provident Fund**
Employer PF contributions will be automatically credited to your PF and other related accounts, details of which will be shared with you within 2 months of your employment commencement.

b. **Bonus**
Bonus Potential will be paid in the month of December every year. Actual Bonus Potential payout will be determined based on Individual Performance and prorated to the number of full months worked in the current calendar year. Probation period will be excluded in computing number full months worked.
Bonus is paid based on your joining date.
You are eligible for a bonus during the current calendar year only if your joining date is on or before 21st October. If you join Vuram after this date, you will be eligible for a bonus starting from the subsequent year.

c. **Gratuity**
Gratuity will be credited to a company escrow account. Gratuity payments are realized only upon employment termination post serving a minimum term of 5 continuous years.

d. **Insurance**
Insurance is calculated as the premium for self and 2 dependents (parents, spouse, kids) for a cover of Rs. 2,00,000 per insured. The Insurance cover provided by Vuram can be used for up to 5 dependents. The amount quoted in the salary breakdown is an indicative premium Vuram pays for self and 2 dependents in the age group of 40-50. The actual premium paid by Vuram could vary based on additional parameters.

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You will be eligible for the group health insurance policy after completion of 3 months from your date of employment.

Your total annual Cost to Company (CTC) is Rs. Four Lakhs Fifty-Six Thousand Seven Hundred and Ninety-Four Indian Rupees (Rs. 4,56,794.00)

10. Professional Tax, Income Tax and Employee PF contribution as applicable for your earnings will be deducted from your monthly salary. Your salary will be subject to all taxes as per the tax laws of India and other statutory fees.
11. **Salary Revision**
    The salary revision happens yearly during the month of January. The first revision cycle varies based on the joining date.
    If your employment date is on or before 31st July 2023, you will be eligible for a salary revision in the month of January 2024. In case your date of employment falls on or after 1st August 2023, your salary revision will happen only in the month of January 2025.
12. Changes in your compensation are discretionary and will be subject to and based on effective performance and results during the period and other relevant criteria.
13. Your training location and job location will be at any of the Vuram-India offices. You might be required to work from the various offices from time to time.
14. There might be an occasional need to work during business days and hours of the customer.
15. This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
16. This offer is valid till **15th of September 2022**, If you do not confirm the acceptance within this period, Vuram has right to withdraw the offer.
17. You will be entitled to leave, holidays and working hours as applicable to your category of employees, the project you are working on and the location of your posting.
18. Irrespective of your work location you can avail a total of 15 days off in a calendar year. For partial years worked, your vacation days will be proportionately adjusted.
19. At the time of joining Vuram, please bring with you the following documents:
    a. Copy of signed Vuram offer letter
    b. Copy of 10th & 12th mark sheets
    c. Copy of Degree certificates
    d. Copy of your passport.
    e. Copy of your PAN Card.
    f. Copy of your Aadhar Card
    g. Copy of Bank passbook first page or cancelled cheque leaf.
    h. Copy of previous companies offer letter, relieving letter and last 3months payslips.
    i. Medical fitness certificate
    j. Passport Size Photograph

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20. Your offer is contingent on you producing all the above documents. Vuram reserves the right to revoke this offer if you do not meet this academic requirement or if any of the information you have furnished leading to your selection is found to be misrepresented.

Other Benefits

21. Vuram aims to provide an excellent workplace for its workforce that is comfortable, enriching, and fun. There are several events organized by Vuram throughout the year that you can opt-in.
22. You will be entitled to the complimentary snack and beverage facilities in the premises.
23. You will be entitled to avail free transportation provided by Vuram for a pick-up and drop-off at a predetermined spot (Available only at Trichy office).
24. You will be entitled to avail a one-time reimbursement of up to Rs. 1250/- towards purchase of a data card of your choice within three months from the date of joining.
25. Under Vuram Works initiative, You will be entitled to avail a one time reimbursement of Rs. 10000/- towards work-from-home set up support which will be paid as an expense reimbursement after 2 months of expenses submission.

Responsibilities

26. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.
27. You are not to engage in any activity that has or will have an adverse impact on the reputation/image and business of Vuram, whether directly or indirectly.
28. You will be required to undertake travel on Vuram's work for which you will be reimbursed travel expenses as per the policy applicable to you.
29. You will always be required to abide by Vuram's policies. These policies may be updated from time to time and you will be required to comply with these updates as well. Any such change in policy will be communicated to you.
30. You are expected to perform your duties in an ethical and integral way. Non-compliance with Vuram's policies and any unethical behavior could result in termination.
31. In connection with and during the course of your employment, you shall disclose all the development developed or conceived by you solely or jointly with others and assign to Vuram as its exclusive property, which becomes an intellectual property of Vuram.

Conflicts of Interest

32. You are required to engage yourself exclusively in the work assigned by Vuram and shall not take up any independent or individual assignments (part time, full time or in advisory capacity) directly or indirectly without the written consent of your manager.
33. You shall not be involved, directly or indirectly or have any interest in or perform any services for any person or organization that are involved in activities, which shall be in conflict with interests of Vuram
34. You shall not subcontract your work out to any individual or organization or provide access to your system or disclose any information you are presented with at Vuram to any organization, group or individual who may or may not have a conflict of interest with Vuram

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35. You are not to solicit, induce or encourage
    a. Any employee of Vuram to terminate their employment with Vuram or to accept employment with any competitor, supplier or any customer with whom you have a connection
    b. Any customer or vendor of Vuram to move his existing business with Vuram to a third party or to terminate his business relationship with Vuram
    c. Any existing employee to become associated with or perform services of any type for any third party.
36. In the event of your separation from Vuram , either initiated by you or by Vuram, You shall not recruit/ refer for employment any employee working in Vuram for a period of 12 months commencing from the last day of your employment with us. Any violations of this covenant will lead to legal consequences as provided in this agreement.

Non-compete

37. You shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of Vuram nor engage in any activity that conflicts with your obligations to Vuram;
38. **Solicit Business:** You shall not solicit, endeavour to solicit, influence or attempt to influence any client, customer or other Person directly or indirectly to purchase Vuram's product and/or services to himself or any Person in competition with the business of Vuram;
39. **Solicit Personnel:** You shall not solicit or attempt to influence any person employed or engaged by Vuram (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with Vuram or to become the Founder of or directly or indirectly offer services in any form or manner, during or after your Term of this contract, any Person who is a competitor of Vuram;
40. Vuram acknowledges and agrees that the above restrictions are considered reasonable for the legitimate protection of Vuram's business and its goodwill but in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Article valid and enforceable. Notwithstanding the limitation of this provision by any law for the time being in force, the parties undertake to, at all times, observe and be bound by the spirit of this Article. Provided however, that on the revocation, removal or diminution of the law or provisions, as the case may be, by virtue of which the restrictions contained in this Article were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the law or provisions revoked.
41. You acknowledge and agree that the covenants and obligations with respect to non-compete and non-solicitation as set forth above relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause

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irreparable injury to Vuram. Therefore, you agree that Vuram shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations contained in this Article. These injunctive remedies are cumulative and are in addition to any other rights and remedies that Vuram may have at law or in equity.

42. You shall not take up as a consultant or enter into any arrangement with any other company/ Person/ firm or association engaged in any of Vuram's competing Service for a period of eighteen months from the date of leaving Vuram for any reasons. The expression "Competing Service" is understood as "any involvement with the type of products, processes or services which you have during the term of this contract with Vuram (a) worked on; or (b) acquired or had access to (c) been trained to do.

Confidentiality

43. **Your Salary information is confidential and should not be discussed, disclosed, shared with anyone other than the authorized finance representative of Vuram or with the Chief Executive Officer. Breaching this clause of your agreement, will lead to immediate termination of your employment.**
44. You will be privy to information pertaining to Vuram and Vuram's Client's business from time to time as an employee. You will maintain as confidential, all such information that you gain while in employment. To communicate this understanding in more formal and legal terms, you will be required to sign the Vuram's Non - Disclosure Agreement on your joining date.

Intellectual Property

45. If you create any work in which any copyright, design right or similar rights may exist during your employment (including any work created during any time spent by you on Vuram's business outside your normal working hours and which relates to that business), those rights shall belong to Vuram. You shall not be permitted to share such intellectual property in physical or digital format outside Vuram.
46. If you make any invention, whether patentable or not, which relates to or is capable of being used in any business activity of Vuram in which you have been actively involved at any time during the period of two years before making such invention, you must disclose it to Vuram immediately, and the ownership of the invention shall be determined in accordance with Section 39.9 of the Patents Act 1977.

Social Media Postings

47. Due to the sensitive and exclusive nature of most events, as well as corporate confidentiality and securities regulations, it is the policy of Vuram to prohibit anyone from taking pictures, posting or making public comment on or about any of company's executive committee members, employees, attendees, partners, speakers, etc. - as well as its brand assets, product knowledge, proprietary content and other such protected confidential information. Posting of all visual content (images or video) displaying or depicting corporate branding (logos, etc) are prohibited. These elements and others are the copy-protected

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property of Vuram clients acquired spending a great deal of resources promoting and marketing. There are strict guidelines governing the proper use of their branding elements and publishing of such photos will violate the undertaking given to the customers, which will result in claim for damages. You should ensure that none of the Logos are present in any of your personal social media postings. Violation of this clause will have serious legal consequences including termination of employment, criminal action and claim for financial damages.

48. During my employment with Vuram, before posting in any social media any testimonials, interviews, University connects or in any other such postings mentioning any of the Vuram processes or the like will take prior approval from People and Operations team before such postings.
49. As a Vuram employee if volunteering for / participating in any of the Vuram initiatives including creation/posting of videos, blogs, testimonials, etc. I hereby give my consent to Vuram to use such creations for both internally and externally for promotions, branding and awareness.
50. Not accept any financial or other advantage from any person as an inducement or reward for any act or forbearance or in connection with any matter or business transacted by or on behalf of Vuram. I also undertake to disclose to the company any personal appreciation gifts voluntarily provided by any external connects of the company if the commercial value exceeds INR 2,000.

Termination & Notice Period

51. Vuram retains the right to terminate your employment agreement for any violation of the terms and conditions in this agreement, any misdemeanor or any act on your part that adversely affects Vuram's customers, its employees or its affiliates.
52. If you decide to leave Vuram at any point of time, you are required to serve a minimum notice period of three (3) full months. Vuram retains the right to request work beyond the 3-months' notice period as may be the case.
53. Your performance during the notice period is expected to be at the satisfactory level. If performance is found wanting and the same will be communicated to you. In that event Vuram retains the right to terminate your employment earlier due to unsatisfactory performance during your notice period. In this case you will be required to pay the full three months' salary. Upon payment you will be provided the relieving and experience documents.
54. In the event of not completing your entire notice as mentioned in your offer, you will be required to pay for the entire notice period. You would be provided the relieving and experience documents only upon completion of your entire notice period or upon paying for the notice period.
55. You will not be eligible for any revision, bonus, Corporate Group Health Insurance or any other benefits of the company once the resignation is accepted. During notice period, you will not be eligible for any leave accrual.

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

56. Vuram may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.
57. Vuram retains the right to terminate your employment agreement If you do not report to work for more than 5 days, and if your leave of absence is not formally communicated. No experience or relieving letter will be provided in this case.
58. Participation in any company event or any training program sponsored by the company will be completely under company's discretion.
59. On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), physical company documents that you may have in your possession and any other company assets within your control
60. You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

General

61. Vuram trusts that you have not provided us with any false declarations of willfully suppressed material information.
62. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing services required under this agreement.
63. It is a condition of your employment that you sign this agreement at the time of joining Vuram and you must comply with the undertaking thereafter.
64. You will be required to learn the processes being followed at Vuram from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.
65. Your appointment and continuation in service is further subject to your fitness in health. In the event of your continuous illness for a period of 2 months or more, your services are liable to be terminated by giving one month's notice or one month's basic salary in lieu thereof. You are advised to maintain yourself in a state of medical/physical/mental fitness. This is in your own as well as Vuram's interests.
66. In case you are absent yourself from duty for 7 consecutive days or more or extend leaves at your own and without consent of management beyond originally granted leaves, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by Vuram and compensation, if any, will not be paid. You will also be liable to pay the notice period dues to Vuram. You will also ensure safe return of all the properties including confidential information under your possession failing which Vuram will initiate appropriate action for recovery.

Services, Redefined.

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

67. Any breach of conditions specified in this offer document shall have serious legal consequences including but not limited to termination of your employment, criminal action and claim for damages.
68. Any dispute, difference, controversy or claim ("Dispute") arising between the Parties out of or in relation to or in connection with this terms of Employment, of the breach, termination, effect, validity, interpretation or non-maintaining the secrete policy of Agreement or as to their rights, duties or liabilities there under, or as to any act, matter or thing arising out of, consequent to or in connection with this Agreement, shall be settled by the Parties by mutual negotiations and agreement. If, for any reason, the Parties cannot resolve such Dispute amicably, the same shall then be referred to and settled by way of arbitration proceedings by appointment of a sole Arbitrator by Vuram. The decision of the Arbitrator shall be final and binding upon the Parties. The venue of arbitration proceedings will be at Chennai. The language of the arbitration and the award shall be English.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours Sincerely
For Vuram Technology Solutions Pvt Ltd



Suresh Kumar C
Director – People & Operations, Vuram

I, _____ agree to accept employment on the terms and conditions mentioned in the above letter.

Date: _____ **Signature: _____**

Letter of Intent (LOI)

Superset ID: 3395478

Date: September 30, 2022

Dear Aishvariyaa B B,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

October 7, 2022

Ms. Aishwarya P
Saranathan College of Engineering,
Trichy – 620012

Dear Aishwarya,

Subject: Offer letter for the position of Graduate Engineer Trainee.

We are pleased to offer you employment at Zentron Labs as *Graduate Engineer Trainee*. We extend this offer and the opportunity it presents, with confidence in your abilities. You made a favorable impression with us, and we are excited about the prospect of you joining our company.

Please find enclosed the details of our offer. Your joining date is July 1, 2023. Please confirm your acceptance of our offer latest by October 9, 2022.

The validity of this offer is contingent on the successful verification of the documents, certificates & experience furnished by you along with your resume.

We take great pleasure in welcoming you to the Zentron family and sincerely hope that your period of service with us will be long, pleasant, and successful.

In case of any clarifications, please feel free to contact us.

Thanking you,

Cordially,
***for* Zentron Labs Pvt Ltd.**

Krishnan R
Founder CEO

Accepted By

Digitally signed by Aishwarya P
Date: 2022.10.07 20:49:27 +05'30'

Aishwarya P

Offer letter annexure dated October 7, 2022.

	Employee Name	**Ms. Aishwarya P**
	Date of Joining	**July 1, 2023**
	Designation	**Graduate Engineer Trainee**
I	**Fixed Compensation**	**Amount in INR**
	Basic	1,80,000
	HRA	72,000
	Medical Allowance	15,000
	Conveyance Allowance	19,200
	Special Allowance	97,200
	Annualized Fixed CTC	**3,83,400**
II	**Performance bonus:** Paid on a quarterly basis during the financial year, based on Individual, and company performance.	**45,000**
III	**Employer statutory benefits:** Employer provident fund	**21,600**
	Estimated Annualized CTC (I+II+III) **(In words - Rupees Four Lakhs Fifty Thousand only)**	**4,50,000**

***for* Zentron Labs Pvt Ltd.**

Krishnan R
CEO Founder

Digitally signed by Aishwarya P
Date: 2022.10.07 20:48:14 +05'30'

Aishwarya P

iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear Aiswarya S G,

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer** - will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months.** Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up).** The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

For Iamneo Edutech Pvt. Ltd. **Agreed and Accepted**



Senthilkumar T P
Co-Founder

iamneo

Terms and Conditions

1. **Probation:** You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

For Iamneo Edutech Pvt. Ltd. **Agreed and Accepted**



Senthilkumar T P
Co-Founder

Annexure I – Salary Structure after Internship

Member Name	**Aiswarya S G**	**Team**	**Neo Jarvis**
New Title	**Software Engineer**	**Caretaker**	**Suresh Shanmugham**
Grade	**I1**		

Compensation Structure		
Pay Components	**Annual (INR)**	**Monthly (INR)**
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
Uniform Allowance	12,000	1,000
BYOD Allowance	12,000	1,000
Special Allowance	60,650	5,054
Employer Contribution towards PF	21,600	1,800
Retention Pay	50,000	4,167
Total Fixed Compensation	**475,000**	**39,583**
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	**510,000**	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

For Iamneo Edutech Pvt. Ltd.



Senthilkumar T P
Co-Founder

Agreed and Accepted

cognizant

Letter of Intent (LOI)

Superset ID: 3384564

Date: September 30, 2022

Dear Almaas Tajudheen,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



(no subject) - almaastaj1801@gr | Nikah candid photos - OneDrive | Fwd: Regarding Campus Placeme | 2023 Batch Offer Letter

mail.google.com/mail/u/0/?tab=rm&ogbl#search/nexturn+/FMfcgzGqPzBWQJDWLmqPRBsDQzKvDZss

Gmail

nexturn

Compose

Inbox 7,189

Starred

Snoozed

Sent

Drafts 47

More

Labels

Dear Sir,

Please find selected students list from your college.
PFA bond agreement sample. Please ask students to fill & submit the same with us by 01-Sep-2022

Offered CTC 5.5 LPA & which include 1 lakh variable (5.5 = 4.5 + 1)
Agreement Start date 05-Sept-2022

Vaibhav Apte
HR Lead

nexturn.com
linkedin.com/nexturn

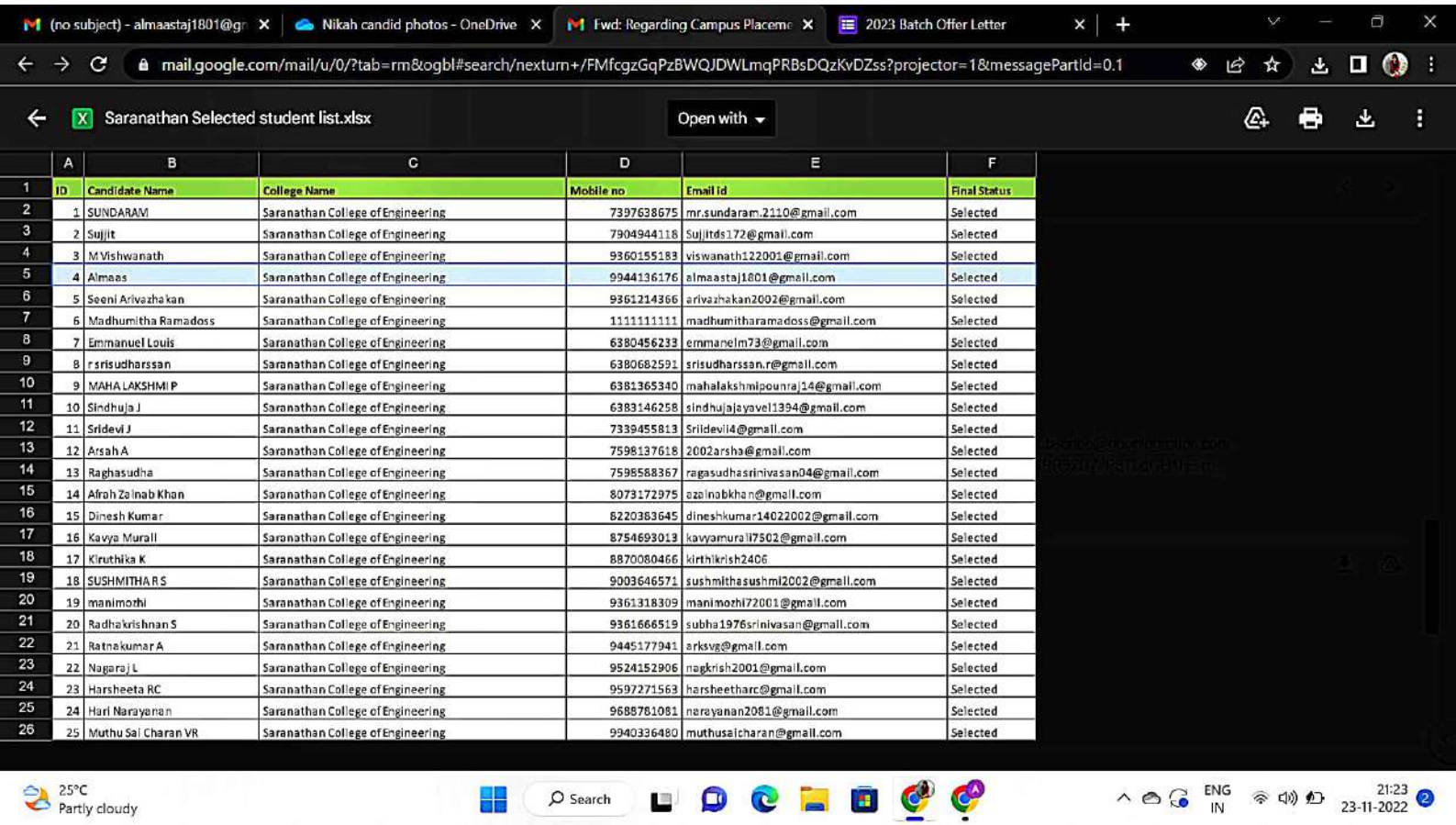
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You received this message because you are subscribed to the Google Groups "2023csea-sce" group.
To unsubscribe from this group and stop receiving emails from it, send an email to 2023csea-sce+unsubscribe@googlegroups.com

25°C Partly cloudy

Search

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21:23 23-11-2022



	A	B	C	D	E	F
1	ID	Candidate Name	College Name	Mobile no	Email id	Final Status
2	1	SUNDARAM	Saranathan College of Engineering	7397638675	mr.sundaram.2110@gmail.com	Selected
3	2	Sujjit	Saranathan College of Engineering	7904944118	Sujjitds172@gmail.com	Selected
4	3	M Vishwanath	Saranathan College of Engineering	9360155183	viswanath122001@gmail.com	Selected
5	4	Almaas	Saranathan College of Engineering	9944136176	almaastaj1801@gmail.com	Selected
6	5	Seeni Arivazhakan	Saranathan College of Engineering	9361214366	arivazhakan2002@gmail.com	Selected
7	6	Madhumitha Ramadoss	Saranathan College of Engineering	1111111111	madhumitharamadoss@gmail.com	Selected
8	7	Emmanuel Louis	Saranathan College of Engineering	6380456233	emmanelm73@gmail.com	Selected
9	8	r srisudharssan	Saranathan College of Engineering	6380682591	srisudharssan.r@gmail.com	Selected
10	9	MAHA LAKSHMI P	Saranathan College of Engineering	6381365340	mahalakshmipounraj14@gmail.com	Selected
11	10	Sindhuja J	Saranathan College of Engineering	6383146258	sindhujajayavel1394@gmail.com	Selected
12	11	Sridevi J	Saranathan College of Engineering	7339455813	Srildevil4@gmail.com	Selected
13	12	Arsah A	Saranathan College of Engineering	7598137618	2002arsha@gmail.com	Selected
14	13	Raghasudha	Saranathan College of Engineering	7598588367	ragasudhasrinivasan04@gmail.com	Selected
15	14	Afrah Zainab Khan	Saranathan College of Engineering	8073172975	azainabkhan@gmail.com	Selected
16	15	Dinesh Kumar	Saranathan College of Engineering	8220383645	dineshkumar14022002@gmail.com	Selected
17	16	Kavya Murali	Saranathan College of Engineering	8754693013	kavyamurali7502@gmail.com	Selected
18	17	Kiruthika K	Saranathan College of Engineering	8870080466	kirthikrish2406	Selected
19	18	SUSHMITHA R S	Saranathan College of Engineering	9003646571	sushmithasushmi2002@gmail.com	Selected
20	19	manimozhi	Saranathan College of Engineering	9361318309	manimozhi72001@gmail.com	Selected
21	20	Radhakrishnan S	Saranathan College of Engineering	9361666519	subha1976srinivasan@gmail.com	Selected
22	21	Ratnakumar A	Saranathan College of Engineering	9445177941	arksvg@gmail.com	Selected
23	22	Nagaraj L	Saranathan College of Engineering	9524152906	nagkrish2001@gmail.com	Selected
24	23	Harsheeta RC	Saranathan College of Engineering	9597271563	harsheetharc@gmail.com	Selected
25	24	Hari Narayanan	Saranathan College of Engineering	9688781081	narayanan2081@gmail.com	Selected
26	25	Muthu Sai Charan VR	Saranathan College of Engineering	9940336480	muthusaicharan@gmail.com	Selected

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12-8-2022

Name: ARUNA. A P

Subject: Your Appointment as Associate Engineer

Dear ARUNA,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Yashwant
5D2ADF7DCF4A4B5...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 17:31 CEST

Signature: DocuSigned by: A.P.Aruna 7F0A4F7143434DE...

Name: Aruna A P

Enclosures: Annexure I

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Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)	
NAME	Aruna AP
ROLE DESIGNATION	Associate Engineer
ANNUALLY COMPONENTS (INR per annum)	
Basic Salary	2,50,000.00
House Rent Allowance	1,25,000.00
Leave Travel Allowance	25,000.00
Special Allowance	8,000.00
Meal Voucher	12,000.00
Performance Linked Incentive (PLI)*	50,000.00
Employee Provident Fund (PF)	30,000.00
Annual Total Compensation (in INR)	5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

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12-8-2022

Name: ASWIN VISVESWAR. S

Subject: Your Appointment as Associate Engineer

Dear ASWIN VISVESWAR,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

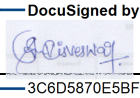
Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Vishnu Chandrasekar
26D2F3BE82DD457...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 12:11 CEST

Signature: DocuSigned by: 
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Name: Aswin Viveswar

Enclosures: Annexure I

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Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)		
NAME	Aswin Visveswar S	
ROLE DESIGNATION	Associate Engineer	
ANNUALLY COMPONENTS (INR per annum)		
Basic Salary		2,50,000.00
House Rent Allowance		1,25,000.00
Leave Travel Allowance		25,000.00
Special Allowance		8,000.00
Meal Voucher		12,000.00
Performance Linked Incentive (PLI)*		50,000.00
Employee Provident Fund (PF)		30,000.00
Annual Total Compensation (in INR)		5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

Talent pace
Outcome Delivering IT Company

Letter of Appointment

Date: 22nd November, 2022

Dear Balasaravanan.C,

Greetings from the Innovative and Dynamic team of TalentPace and welcome aboard.

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you an appointment as "**Software Engineer**" on the following terms and conditions:

JOINING DATE

Your Joining date will be informed later by the company subjected to your academic completion.

SALARY

Your CTC is Rs. 1,50,000/- per annum as per the attached "Annexure-A" for probation period and after probation period your CTC will be revised to Rs. 3,00,000/- per annum as per the attached "Annexure-B".

LEAVE

You will be entitled to take leave as per the provisions of company's policy.

TRANSFER

Your service is liable to be transferred to any place in India or abroad as per the company's need & policy.

WORKING HOURS

Your working hours will be as per the organization requirement which will be in force from time to time.

PROBATION

a) You shall be on probation for a period of 6 months.
b) During the probation period, if your performance is not satisfactory, the management reserves the right to terminate your service without assigning any reason thereof or without any notice or notice pay thereof.
c) The management also reserves the right to extend the probation period if your performance is not satisfactory.
d) After successful completion of probation, if your performance is satisfactory, your appointment shall be confirmed, in writing, by the management.

NOMINATION OF LEGAL HEIRS

Please fill and return the enclosed Provident Fund forms and Nomination form. In case of any change in the nomination due to changes in circumstances or any other reasons, you should inform the same to the company immediately.

Talent pace
Outcome Delivering IT Company

SERVICE CONDITIONS

a) You shall perform the duties and carry out the assignments entrusted to you from time to time efficiently, sincerely and to the best of your ability and capacity upto the satisfaction of the project expectations as defined in the KRA and assessed periodically

b) We shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you an increment or promotion to higher grade or terminating your services.

c) You will retire from the company's services on reaching the age of 58 years.

d) Your services are liable to be transferred from one establishment, department or division of the company to the other anywhere in India, at the discretion of the Management.

e) You will be required to undergo medical examination during your tenure with the company. Your continuance in employment would depend on your remaining medically fit.

f) You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.

g) You will be required to sign a NDA specific to the project in which you are working in the interest of the company

h) During the course of your employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as our employees.

i) You shall communicate to the Management any change in your residential address, local and permanent.

j) The company shall be entitled to terminate your services without notice on any of the following grounds :

   a) You are convicted of a criminal offence by a competent Court of Law / Authority;
   b) You are found guilty of committing breach of any of the conditions of the employment or rules and regulations of the organization;
   c) If you misbehave, disobey or refuse to carry out the work orders of your Superior/Management or are irregular in attendance.
   d) If you are declared medically unfit by the medical practitioner appointed by the Company.

k) If you leave the organization within one year from the date of joining, you are liable to pay the cost of the trainings and certifications spent by the company.

l) You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.

m) Any dispute arising out of this employment shall be referred to the legal jurisdiction of Bangalore courts only.

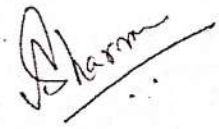
Talent pace
Outcome Delivering IT Company

PERIOD OF NOTICE

After confirmation, your services are terminable without assigning any reason, by giving 3 month's notice in writing. The management reserves the right to shorten the notice period by paying the prorated amount for the balance period of the set 3 months. In the event of you decide to resign from the company, you have to serve notice for a period of 3 months. However, the company has the right to decide on the time/period of relieving depending upon the exigencies of the project / assignment.

Kindly go through the contents and return the duplicate copy of this letter duly signed by you as token of your acceptance for the terms and conditions mentioned herein. We welcome you on board and wish you all the very best in your new assignment.

Sincerely Yours,
For TALENTPACE PVT. LTD.



Ms. Neetisha Sharma

HR Manager

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Annexure-A

Salary Structure		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	2,121.00	25,452.00
Total	**10,971.00**	**1,31,652.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
ESI(Employer Contribution)	357.00	4,284.00
Gratuity	192.00	2,304.00
Health Insurance	500.00	6,000.00
Total Benefits	1,529.00	18,348.00
Total CTC	**12,500.00**	**1,50,000.00**

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Annexure-B

Salary Structure – After Probation		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	14,980.00	1,79,760.00
Total	**23,830.00**	**2,85,960.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
Health Insurance	500.00	6,000.00
Gratuity	192.00	2,304.00
Total Benefits	1172.00	14,064.00
Total CTC	**25,002.00**	**3,00,024.00**

DECLARATION

I have carefully read the above terms and conditions and that they are acceptable to me in full.

Name: **Balasaravanan.C**

Signature& Date: C. Balasaravanan 23/11/2022

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12-8-2022

Name: BRUNDASHREE. R

Subject: Your Appointment as Associate Engineer

Dear BRUNDASHREE,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Vishnu Chandrasekar
26D2F3BE82DD457...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 17:17 CEST

Signature: DocuSigned by:
EA317583EC1840F...

Name: Brundashree R

Enclosures: Annexure I

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Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)		
NAME	Brundashree R.	
ROLE DESIGNATION	Associate Engineer	
ANNUALLY COMPONENTS (INR per annum)		
Basic Salary		2,50,000.00
House Rent Allowance		1,25,000.00
Leave Travel Allowance		25,000.00
Special Allowance		8,000.00
Meal Voucher		12,000.00
Performance Linked Incentive (PLI)*		50,000.00
Employee Provident Fund (PF)		30,000.00
Annual Total Compensation (in INR)		5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

Letter of Intent (LOI)

Superset ID: 3394174

Date: September 30, 2022

Dear Chetana Ppriya KL,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Thursday, 14th July, 2022

JOB OFFER LETTER

Dheeraj Prakash S
No.H/211, Phase-2, Anna Nagar,
Tiruchirapalli - 620 026.

Dear Dheeraj Prakash,

With reference to the discussions we had with you, we are pleased to offer you the job offer with the role of "Developer - Trainee" in Mallow Technologies Private Limited.

Your Annual CTC will be **INR.4,20,000/-**. The detailed pay structure is presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of the employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer is valid provided you complete our training and your degree course in this academic year 2022-2023.
- The notice period for both the company and you is 65 working days.

We look forward to your joining with us. If you have any clarifications or questions, please feel free to contact us. Kindly let us know your acceptance of the offer by replying to the email on or before **Saturday, 16th July 2022**.

Annexure A

SALARY DISTRIBUTION

Name **: Dheeraj Prakash S**

Designation **: Developer - Trainee**

Particulars	Monthly (Rs.)	Annual (Rs.)
Basic	9,774	1,17,288
House Rent Allowance	3,910	46,920
Mobile/Internet Reimbursement*	1,000	12,000
Special allowance	17,896	2,14,752
RETIRALS		
Company's Contribution of PF	1,800	21,600
Gratuity		5,640
Health Insurance		1,800
Total CTC	**34,380**	**4,20,000**

** Receipts are required to claim tax benefits.*

Retirement Benefits:

Provident Fund

You are covered under the Employee Provident Fund from your date of joining the organisation as an employee. Under this scheme, the company will contribute an amount per month as employer contribution as per the provisions of the said Act. An equal amount will be deducted from your salary as your contribution towards the fund.

Gratuity

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

Health Insurance:

After completing the probation period at our company, You and your family(Spouse/Children) will be eligible for the Employee's Group Health insurance scheme (ICICI Lombard) for a sum insured of ₹ 3 Lakhs per annum.

Annexure B

The terms and conditions for your Training/Project internship are listed below:

1. Candidate's have to arrange their own and good working condition laptop during the training period. However during project internship, Laptop will be provided by company.

2. There will be 3 months training period followed by the project internship based on your availability. During the training period, you will be provided with assignments that has to be done and submitted by you. These assignments will help you develop a solid understanding of the platform fundamentals you will be working on in the future. With the support of a well-defined process, curated materials, and professional advice, you can accomplish the assignments and tasks.

3. The working model will be hybrid during the training period. You will have the weekly assessment during the training period. Based on your performance, you may be informed to come to the office regularly.

4. Upon completion of training, an interview will be scheduled to evaluate the skills that you have learned in your training period. Clearing that interview will be considered as successful completion of the training.

5. If you cannot complete the training successfully, you may be given another chance by extending your training period for genuine reasons.

6. On successfully completing the training, you will be absorbed as a project intern or Developer-Trainee based on your academic completion.

7. During the project internship, candidates should come to the office regularly, and as said above, the company will provide laptop.

8. During Project Internship, you will be provided with a stipend of INR.15,000/Month based on the number of days available for the work. But there won't be any stipend provided to candidates during training. Candidates should cover all their expenses, including travel, food and accommodation during training period.

9. We do not provide projects for individual students(final year). However, the students can generate a report or document about their training/project internship in our company to be submitted as their final report.

10. The working days are from Monday to Saturday and the working hours are from 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. The first Saturday of every month will be a Holiday during your training/project internship period.

11. You will be allowed a leave of 1 day per month – including sick leave and personal leave during training and project internship.

12. Your performance in the training and project internship will also be taken into account in deciding your ability and further decisions.

The terms and conditions for your appointment are listed below:

1. Once appointed as an employee, you will be under probation, and upon successful completion of six months of probation your employment will be evaluated.

2. The working days are from Monday to Saturday during your probation period. The first Saturday of every month will be a Holiday during your probation period.

3. After successfully completing the probation period, working days are from Monday to Friday.

4. The list of holidays for every calendar year will be provided before the start of the year.

5. Our usual performance cycle will be in April, and you will be considered for salary revision after completing one year as employee with us.

6. The employees should put their best effort during business hours for the betterment of the Company. The Company encourages the employees to complete their responsibilities within office hours. The office timing will be 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. However, working hours may be extended for individuals to complete their tasks as planned.

7. You will be allowed a leave of 1.5 days per month – including sick leave, personal leave and vacation. The unused leaves can be forwarded only to the next five months. Absence over and above the allowed leave will lead to loss of pay. Unapproved absence may lead to job termination.

8. During your employment with us, you are not allowed to engage in other business/employment directly or indirectly.

9. You will retire from the services of the Company on reaching your 58th birthday as per the proof of age submitted by you at the time of joining.

10. The acceptance of this offer implies you are bound by all the rules and regulations of the company.

General Terms:

1. The confidential details about the company's business and its data that are known to you are to be maintained secretly, and they should not be divulged or discussed with anyone other than the authorised person in the company. You are required to sign a non-disclosure agreement, which aims to protect the intellectual property rights and business information of Mallow Technologies Private Limited and its clients.

2. You are expected to maintain good conduct in and out of the office and maintain the Company's dignity, failing which may lead to disciplinary action and may result in a termination of your Job.

Regards,
HR Team
Mallow Technologies Private Limited

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SpringFive
www.SpringFive.com

12-8-2022

Name: GAYATHRI. S

Subject: Your Appointment as Associate Engineer

Dear GAYATHRI,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Yashwant
5D2ADF7DCF4A4B5...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 17:33 CEST

Signature: DocuSigned by:
1C8A7C387ED345E...

Name: Gayathri S.

Enclosures: Annexure I

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Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)	
NAME	Gayathri S.
ROLE DESIGNATION	Associate Engineer
ANNUALLY COMPONENTS (INR per annum)	
Basic Salary	2,50,000.00
House Rent Allowance	1,25,000.00
Leave Travel Allowance	25,000.00
Special Allowance	8,000.00
Meal Voucher	12,000.00
Performance Linked Incentive (PLI)*	50,000.00
Employee Provident Fund (PF)	30,000.00
Annual Total Compensation (in INR)	5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

03 Sep, 2022

Mr. Giri Karthick GR
578,VasanNagar, 1A Extn,
Nachikkurichi, Malliyampathu (PO)
Trichy-620102

Dear Giri Karthick,

Subject: Appointment Letter

We are pleased to appoint you as **"Project Engineer"** in our company Unilogic Technologies Pvt. Ltd.

Please find the below terms and conditions of this appointment which are based on our Company policies.

1. APPOINTMENT:

a. As a part of the recruitment process, you will have your Internship training during your 8th semester at our company and you shall complete your final year project with our guidance. Internship training is likely to start from 5th December 2021, during which you shall abide to all the rules and policies of the company.

b. Your date of appointment is effective from the date of joining. You have to confirm your acceptance of this appointment by signing and returning a copy of the declaration attached with this offer letter. Your date of joining will be 1st June 2023.

c. Your present place of work will be at Unilogic Technologies, 304-A, PSG STEP Software Park-2, Peelamedu, Coimbatore – 641004, India. But during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the company's projects or any other establishment in India or outside, at the sole discretion of the management.

d. You will be on a probation period for 6 months from the date of employment, during which the company will evaluate your performance. If your performance is found satisfactory, your services will be confirmed with the company and extend the benefits offered to confirmed employees. In rare cases, the company may find it necessary to extend the probation period to provide additional time for your training and performance evaluation. During the probation period your services can be terminated with seven days notice without any reasons whatsoever.

2. SALARY AND BENEFITS:

a. Your annual total employment cost to the company would be INR 3,00,000 (Three lakhs only). Your monthly salary during the probation period will be INR 20,000 and upon confirmation it will be revised up to INR 25,000 based on your performance. This is the take home pay. Upon confirmation you will be eligible for other company benefits such as company mediclaim policy and certification fee allowances. The details of the salary structure will be communicated at the time of joining.

b. Your salary will be reviewed annually as per company policy. Changes in your compensation are discretionary and are based on your performance during the period and other relevant criteria.

c. Your individual remuneration is purely between yourself and company. It has been arrived on the basis of your job skills, specific background and professional merit. Accordingly, your salary and any changes made to it are strictly confidential and may not be discussed with any of your colleagues in the company except those who have been designated as having the authority to know your salary details.

d. You will be eligible for holidays on Sundays and all declared public holidays. In addition, you are eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service which would cover 15 working days of paid leave per annum (5 Casual Leave, 5 Sick Leave, 5 Privilege Leave) which would be credited to the employee on a quarterly basis of each financial year. During Probation you will have 4 days of paid leave (2 Casual Leave, 2 Sick Leave) for the first two quarters from date of joining.

Year / Quarter	Q1	Q2	Q3	Q4	Total
During Probation	-	-	2	2	4
After Confirmation	4	4	4	3	15

e. Minimum Period of Service: You will be given training on company's cost which will equip you to execute the project work successfully in Unilogic and at customer site. At the same time, company expects you to deliver your service in Unilogic for a minimum period of 3 years. Failing to fulfill this commitment and purely at the discretion of the employer, for any risk whatsoever, the employee will be required to pay to the employer without demur, and on demand, a sum not exceeding 12 (twelve) months net Salary as was being received by the employee at the time of said notice, as compensation. You will be requested to submit the relieving letter from the previous employers (if applicable), proof of last drawn salary (if applicable) and educational certificates (10th, 12th and Degree Certificates in original) for our records during the date of joining. Same will be returned to you upon completion of minimum period of service.

3. GENERAL RESPONSIBILITIES:

a. Each employee based on their roles and responsibility, you are required to deliver 9 hours of productive work between 9 AM and 7 PM from Monday to Friday.

b. You have to ensure that you are available for all relevant customer meetings, team meetings and interactions.

c. You may be required to travel on Company work for which you will be reimbursed as per the Company Policy.

d. You shall inform the Company of any changes in your personal data within 7 days of the occurrence of such change.

e. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without

the prior written permission of the Company.

4. INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION:

a. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

b. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.

c. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

d. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

e. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

f. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

g. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

5. TERMINATION:

a. At any time during the employment, if you decide to leave the company, your services can be terminated on three months' notice on either side.

b. In the event of deciding the termination of employment, where you are committed to project/customer (onsite work), you shall be required to enable smooth transition and transfer of knowledge to the person assuming your responsibilities.

c. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

d. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the

Management may take such action as it deems fit in its sole discretion, including termination of your employment.

6. CODE OF CONDUCT:

a. Everybody in the Company is expected to treat all others with respect and dignity.

b. Our dress code requires our employees to wear presentable outfits (formals or smart casuals). Saturdays are casual dress days but it still excludes what may be considered extreme fashion like torn jeans, etc. Men are required to wear shoes on all working days and mandatory for customer visits.

c. Access to Internet/E-Mail in the office premises is strictly for official purpose only. Your usage / downloads may subject to firewall / monitoring software to adhere to company policies. More detailed company Internet / Email usage guidelines will be given during training period.

d. Your mobile phone should be limited to official usage during working hours and restrict the use of social networking/games inside the company premises. Personal emergency calls should be taken outside the office without disturbing office ambience.

All the benefits are as per the Company's policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non Compete Agreement" which would be effective from the date of joining.

If you agree to the terms and conditions mentioned above, please sign and return the company copy of declaration form.

We request you to produce relieving letter from the previous employers (if applicable), educational certificates (10^{th}, 12^{th} and Degree Certificate), and proof of last drawn salary (if applicable) with an original copy of the same for our records during the date of joining.

Welcome to Unilogic Technologies. We wish you a long, rewarding and fulfilling career and look forward to joining us.

With Best Wishes,

For Unilogic Technologies Private Limited

Senthilkumar Murugesan
Managing Director & CEO

DECLARATION

I, **Giri Karthick GR** have read the above mentioned terms and conditions and agree to confirm to the norms and practices established in this organization.

I hereby inform that I will take the Internship training on 5th December 2022 and I am agreeing to submit the 10th and 12th Certificates (original copy) during the start of Internship training.

After the successful completion of training, I will accept the position of "**Project Engineer"** at the salary mentioned in this appointment letter. I hereby confirm that I will join the company on 1st June 2023 and submit the remaining certificates.

Date :

Name : Giri Karthick GR

Signature :

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12-8-2022

Name: GOWRAV KRISHNA. V

Subject: Your Appointment as Associate Engineer

Dear GOWRAV KRISHNA,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Yashwant
5D2ADF7DCE4A4B5...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 21-Aug-2022 | 04:49 CEST

Signature: DocuSigned by: V. Gokhale 46ADCB7EC4D54E3...

Name: Gowrav Krishna

Enclosures: Annexure I

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Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)	
NAME	Gowrav Krishna V
ROLE DESIGNATION	Associate Engineer
ANNUALLY COMPONENTS (INR per annum)	
Basic Salary	2,50,000.00
House Rent Allowance	1,25,000.00
Leave Travel Allowance	25,000.00
Special Allowance	8,000.00
Meal Voucher	12,000.00
Performance Linked Incentive (PLI)*	50,000.00
Employee Provident Fund (PF)	30,000.00
Annual Total Compensation (in INR)	5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

Letter of Intent (LOI)

Superset ID: 3391141

Date: September 30, 2022

Dear Guhan S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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CONEKTTO

INTERNSHIP CONTRACT AGREEMENT

I. THE PARTIES. This Internship Contract Agreement ("Agreement") is entered into on March 01, 2023 ("Effective Date") by and between:

Employer: Conektto, Inc, with a mailing address of 6200 Stoneridge Mall rd, Suite# 300, Pleasanton, California, 94588 ("Employer"), and

Intern: Hariharan A T ("Intern").

Employer and Intern are each referred to herein as a "Party" and, collectively, as the "Parties."

II. POSITION. The Employer requires and the Intern agrees that the internship position is described as follows:

a.) Role/Title: Software Engineer Intern

b.) Duties & Responsibilities: The intern will be required to assist Conektto in the following ways:

1. Design, code, test, and deploy core product features on UI, backend, infrastructure components.
2. Understand existing code and functionality and ensure diligent effort in quality software engineering practices
3. Using fundamentals of software engineering, learn technologies and implementation approach across but not limited to React, JavaScript, Python, Web 3.0 technologies etc.

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III. TERM. The Parties agree that the internship shall begin on March 01 2023 for a period of 6 months and terminate upon notice being given by the Employer with at least 5 days.

Furthermore, this Agreement can be terminated at any time if the Intern breaches any portion or section of this Agreement.

IV. SCHEDULE. The Parties agree to the following work schedule:

a.) Hours: The Intern agrees to work up to 30 hours per week.

b.) Holidays: The Intern shall be allowed to take the following Federal Holidays off from work: Standard US Federal Holidays and standard India government holidays.

c.) Workweek: The Parties agree to the following workweek: Monday, Tuesday, Wednesday, Thursday, Friday.

V. PARTIES' ACKNOWLEDGMENTS. The Parties hereby agree that:

a.) Compensation. The Intern and the Employer has agreed that the Intern will get a monthly compensation of Rs.30,000/-.

b.) Training. The extent to which the internship provides training that would be similar to that which would be given in an educational environment, including the clinical and other hands-on training provided by educational institutions.

c.) Formal Education. The extent to which the internship is tied to the Intern's formal education program by integrated coursework or the receipt of academic credit.

d.) Academic Commitments. The extent to which the internship accommodates the Intern's academic commitments by corresponding to the academic calendar.

e.) Beneficial Learning. The extent to which the internship's duration is limited to the period in which the internship provides the intern with beneficial learning.

f.) Complements Work. The extent to which the Intern's work complements, rather than displaces, the work of paid employees

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while providing significant educational benefits to the Intern.

g.) No Promises. The extent to which the Intern and the Employer understand that the internship is conducted without entitlement to a paidjob at the conclusion of the internship.

VI. CONFIDENTIALITY. All materials provided to the Intern during the term of this Agreement must be kept confidential unless disclosure is allowed by the Employer or if required by law. Furthermore, the Intern agrees that any intellectual property provided to them by the Employer will remain the sole property of the Employer, including, but not limited to, copyrights, patents, trade secret rights, and other intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information, or trade secrets.

If the Intern should breach this section of the Agreement, the maximum penalties shall be enforced by the Employer under local and federal laws.

VII. RETURN OF MATERIALS. It is required that when this Agreement terminates that the Intern return any and all of the Employer's materials, products, or any other items at their earliest convenience.

VIII. GOVERNING LAW. This Agreement shall be governed by and construed in accordance with the laws located in the State where the Employer is located.

IX. SEVERABILITY. If any provision of this Agreement or the application thereof shall, for any reason and to any extent, be invalid or unenforceable, neither the remainder of this Agreement nor the application of the provision to other persons, entities, or circumstances shall be affected thereby, but instead shall be enforced to the maximum extent permitted by law.

X. ADDITIONAL TERMS & CONDITIONS. Based on performance and results generated, internship may be converted to a full-time paid role based

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on the company's financial runway, customer traction and / or investor tractionas decided by the board. Intern may choose to accept or decline the offer.

XI. ENTIRE AGREEMENT. This Agreement contains all the terms agreed to by the Parties relating to its subject matter including any attachments or addendums. This Agreement replaces all previous discussions, understandings, and oral agreements. The Employer and Intern agree to the terms and conditions of this Agreement and shall be bound until its termination.

Employer's Signature: DocuSigned by: Amol Dewhare 8772788AB3664CC... Date: 03/01/2023

Intern's Signature: _____ Date: 03/01/2023

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

September 5, 2022

Dear Haridhanush,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a "**Associate Technical Consultant**". We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

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

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

Warm Regards,



Suresh Kumar C
Director – People & Operations, Vuram

Services, Redefined.

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Offer Details

Appointment & Compensation

1. Your employment start date will be **will be informed shortly.**
2. You will be on training and probation for the first six full calendar months of your employment.
3. During this period, you will earn a total of Rs. 21,900/month. This amount will be credited to your bank account on the last working day of the month.
4. Your salary breakdown during your probation period will be as follows:

Category	Monthly Pay(INR)
Basic	11,700.00
House Rent Allowance	5,850.00
Commutation Allowance	1,600.00
Medical Allowance	1,250.00
Internet Allowance	1,000.00
Fitness Allowance	500.00
Gross Salary [#]	***21,900.00***
Employer PF Contribution	1,800.00
Total	***23,700.00***

[#] Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

5. Your compensation will be pro-rated for any partial months worked
6. During your probation period, you will be eligible for insurance and PF benefits as per company policy.
7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

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9. Upon confirmation, your salary will be as per the table below.

Category	Monthly (INR)	Annually (INR)
Basic	17,600.00	2,11,200.00
House Rent Allowance	8,800.00	1,05,600.00
Commutation Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Internet Allowance	1,000.00	12,000.00
Fitness Allowance	500.00	6,000.00
Other Allowance	250.00	3,000.00
Gross Pay	**31,000.00**	**3,72,000.00**
Employer Provident Fund	1,800.00	21,600.00
Bonus Potential		37,200.00
Gratuity		10,154.00
Insurance Cover		15,840.00
Total		**4,56,794.00**

a. **Employer Provident Fund**
Employer PF contributions will be automatically credited to your PF and other related accounts, details of which will be shared with you within 2 months of your employment commencement.

b. **Bonus**
Bonus Potential will be paid in the month of December every year. Actual Bonus Potential payout will be determined based on Individual Performance and prorated to the number of full months worked in the current calendar year. Probation period will be excluded in computing number full months worked.
Bonus is paid based on your joining date.
You are eligible for a bonus during the current calendar year only if your joining date is on or before 21st October. If you join Vuram after this date, you will be eligible for a bonus starting from the subsequent year.

c. **Gratuity**
Gratuity will be credited to a company escrow account. Gratuity payments are realized only upon employment termination post serving a minimum term of 5 continuous years.

d. **Insurance**
Insurance is calculated as the premium for self and 2 dependents (parents, spouse, kids) for a cover of Rs. 2,00,000 per insured. The Insurance cover provided by Vuram can be used for up to 5 dependents. The amount quoted in the salary breakdown is an indicative premium Vuram pays for self and 2 dependents in the age group of 40-50. The actual premium paid by Vuram could vary based on additional parameters.

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You will be eligible for the group health insurance policy after completion of 3 months from your date of employment.

Your total annual Cost to Company (CTC) is Rs. Four Lakhs Fifty-Six Thousand Seven Hundred and Ninety-Four Indian Rupees (Rs. 4,56,794.00)

10. Professional Tax, Income Tax and Employee PF contribution as applicable for your earnings will be deducted from your monthly salary. Your salary will be subject to all taxes as per the tax laws of India and other statutory fees.
11. **Salary Revision**
    The salary revision happens yearly during the month of January. The first revision cycle varies based on the joining date.
    If your employment date is on or before 31st July 2023, you will be eligible for a salary revision in the month of January 2024. In case your date of employment falls on or after 1st August 2023, your salary revision will happen only in the month of January 2025.
12. Changes in your compensation are discretionary and will be subject to and based on effective performance and results during the period and other relevant criteria.
13. Your training location and job location will be at any of the Vuram-India offices. You might be required to work from the various offices from time to time.
14. There might be an occasional need to work during business days and hours of the customer.
15. This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
16. This offer is valid till **15th of September 2022**, If you do not confirm the acceptance within this period, Vuram has right to withdraw the offer.
17. You will be entitled to leave, holidays and working hours as applicable to your category of employees, the project you are working on and the location of your posting.
18. Irrespective of your work location you can avail a total of 15 days off in a calendar year. For partial years worked, your vacation days will be proportionately adjusted.
19. At the time of joining Vuram, please bring with you the following documents:
    a. Copy of signed Vuram offer letter
    b. Copy of 10th & 12th mark sheets
    c. Copy of Degree certificates
    d. Copy of your passport.
    e. Copy of your PAN Card.
    f. Copy of your Aadhar Card
    g. Copy of Bank passbook first page or cancelled cheque leaf.
    h. Copy of previous companies offer letter, relieving letter and last 3months payslips.
    i. Medical fitness certificate
    j. Passport Size Photograph

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20. Your offer is contingent on you producing all the above documents. Vuram reserves the right to revoke this offer if you do not meet this academic requirement or if any of the information you have furnished leading to your selection is found to be misrepresented.

Other Benefits

21. Vuram aims to provide an excellent workplace for its workforce that is comfortable, enriching, and fun. There are several events organized by Vuram throughout the year that you can opt-in.
22. You will be entitled to the complimentary snack and beverage facilities in the premises.
23. You will be entitled to avail free transportation provided by Vuram for a pick-up and drop-off at a predetermined spot (Available only at Trichy office).
24. You will be entitled to avail a one-time reimbursement of up to Rs. 1250/- towards purchase of a data card of your choice within three months from the date of joining.
25. Under Vuram Works initiative, You will be entitled to avail a one time reimbursement of Rs. 10000/- towards work-from-home set up support which will be paid as an expense reimbursement after 2 months of expenses submission.

Responsibilities

26. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.
27. You are not to engage in any activity that has or will have an adverse impact on the reputation/image and business of Vuram, whether directly or indirectly.
28. You will be required to undertake travel on Vuram's work for which you will be reimbursed travel expenses as per the policy applicable to you.
29. You will always be required to abide by Vuram's policies. These policies may be updated from time to time and you will be required to comply with these updates as well. Any such change in policy will be communicated to you.
30. You are expected to perform your duties in an ethical and integral way. Non-compliance with Vuram's policies and any unethical behavior could result in termination.
31. In connection with and during the course of your employment, you shall disclose all the development developed or conceived by you solely or jointly with others and assign to Vuram as its exclusive property, which becomes an intellectual property of Vuram.

Conflicts of Interest

32. You are required to engage yourself exclusively in the work assigned by Vuram and shall not take up any independent or individual assignments (part time, full time or in advisory capacity) directly or indirectly without the written consent of your manager.
33. You shall not be involved, directly or indirectly or have any interest in or perform any services for any person or organization that are involved in activities, which shall be in conflict with interests of Vuram
34. You shall not subcontract your work out to any individual or organization or provide access to your system or disclose any information you are presented with at Vuram to any organization, group or individual who may or may not have a conflict of interest with Vuram

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35. You are not to solicit, induce or encourage
    a. Any employee of Vuram to terminate their employment with Vuram or to accept employment with any competitor, supplier or any customer with whom you have a connection
    b. Any customer or vendor of Vuram to move his existing business with Vuram to a third party or to terminate his business relationship with Vuram
    c. Any existing employee to become associated with or perform services of any type for any third party.
36. In the event of your separation from Vuram , either initiated by you or by Vuram, You shall not recruit/ refer for employment any employee working in Vuram for a period of 12 months commencing from the last day of your employment with us. Any violations of this covenant will lead to legal consequences as provided in this agreement.

Non-compete

37. You shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of Vuram nor engage in any activity that conflicts with your obligations to Vuram;
38. **Solicit Business:** You shall not solicit, endeavour to solicit, influence or attempt to influence any client, customer or other Person directly or indirectly to purchase Vuram's product and/or services to himself or any Person in competition with the business of Vuram;
39. **Solicit Personnel:** You shall not solicit or attempt to influence any person employed or engaged by Vuram (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with Vuram or to become the Founder of or directly or indirectly offer services in any form or manner, during or after your Term of this contract, any Person who is a competitor of Vuram;
40. Vuram acknowledges and agrees that the above restrictions are considered reasonable for the legitimate protection of Vuram's business and its goodwill but in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Article valid and enforceable. Notwithstanding the limitation of this provision by any law for the time being in force, the parties undertake to, at all times, observe and be bound by the spirit of this Article. Provided however, that on the revocation, removal or diminution of the law or provisions, as the case may be, by virtue of which the restrictions contained in this Article were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the law or provisions revoked.
41. You acknowledge and agree that the covenants and obligations with respect to non-compete and non-solicitation as set forth above relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause

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irreparable injury to Vuram. Therefore, you agree that Vuram shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations contained in this Article. These injunctive remedies are cumulative and are in addition to any other rights and remedies that Vuram may have at law or in equity.

42. You shall not take up as a consultant or enter into any arrangement with any other company/ Person/ firm or association engaged in any of Vuram's competing Service for a period of eighteen months from the date of leaving Vuram for any reasons. The expression "Competing Service" is understood as "any involvement with the type of products, processes or services which you have during the term of this contract with Vuram (a) worked on; or (b) acquired or had access to (c) been trained to do.

Confidentiality

43. **Your Salary information is confidential and should not be discussed, disclosed, shared with anyone other than the authorized finance representative of Vuram or with the Chief Executive Officer. Breaching this clause of your agreement, will lead to immediate termination of your employment.**
44. You will be privy to information pertaining to Vuram and Vuram's Client's business from time to time as an employee. You will maintain as confidential, all such information that you gain while in employment. To communicate this understanding in more formal and legal terms, you will be required to sign the Vuram's Non - Disclosure Agreement on your joining date.

Intellectual Property

45. If you create any work in which any copyright, design right or similar rights may exist during your employment (including any work created during any time spent by you on Vuram's business outside your normal working hours and which relates to that business), those rights shall belong to Vuram. You shall not be permitted to share such intellectual property in physical or digital format outside Vuram.
46. If you make any invention, whether patentable or not, which relates to or is capable of being used in any business activity of Vuram in which you have been actively involved at any time during the period of two years before making such invention, you must disclose it to Vuram immediately, and the ownership of the invention shall be determined in accordance with Section 39.9 of the Patents Act 1977.

Social Media Postings

47. Due to the sensitive and exclusive nature of most events, as well as corporate confidentiality and securities regulations, it is the policy of Vuram to prohibit anyone from taking pictures, posting or making public comment on or about any of company's executive committee members, employees, attendees, partners, speakers, etc. - as well as its brand assets, product knowledge, proprietary content and other such protected confidential information. Posting of all visual content (images or video) displaying or depicting corporate branding (logos, etc) are prohibited. These elements and others are the copy-protected

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property of Vuram clients acquired spending a great deal of resources promoting and marketing. There are strict guidelines governing the proper use of their branding elements and publishing of such photos will violate the undertaking given to the customers, which will result in claim for damages. You should ensure that none of the Logos are present in any of your personal social media postings. Violation of this clause will have serious legal consequences including termination of employment, criminal action and claim for financial damages.

48. During my employment with Vuram, before posting in any social media any testimonials, interviews, University connects or in any other such postings mentioning any of the Vuram processes or the like will take prior approval from People and Operations team before such postings.
49. As a Vuram employee if volunteering for / participating in any of the Vuram initiatives including creation/posting of videos, blogs, testimonials, etc. I hereby give my consent to Vuram to use such creations for both internally and externally for promotions, branding and awareness.
50. Not accept any financial or other advantage from any person as an inducement or reward for any act or forbearance or in connection with any matter or business transacted by or on behalf of Vuram. I also undertake to disclose to the company any personal appreciation gifts voluntarily provided by any external connects of the company if the commercial value exceeds INR 2,000.

Termination & Notice Period

51. Vuram retains the right to terminate your employment agreement for any violation of the terms and conditions in this agreement, any misdemeanor or any act on your part that adversely affects Vuram's customers, its employees or its affiliates.
52. If you decide to leave Vuram at any point of time, you are required to serve a minimum notice period of three (3) full months. Vuram retains the right to request work beyond the 3-months' notice period as may be the case.
53. Your performance during the notice period is expected to be at the satisfactory level. If performance is found wanting and the same will be communicated to you. In that event Vuram retains the right to terminate your employment earlier due to unsatisfactory performance during your notice period. In this case you will be required to pay the full three months' salary. Upon payment you will be provided the relieving and experience documents.
54. In the event of not completing your entire notice as mentioned in your offer, you will be required to pay for the entire notice period. You would be provided the relieving and experience documents only upon completion of your entire notice period or upon paying for the notice period.
55. You will not be eligible for any revision, bonus, Corporate Group Health Insurance or any other benefits of the company once the resignation is accepted. During notice period, you will not be eligible for any leave accrual.

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

56. Vuram may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.
57. Vuram retains the right to terminate your employment agreement If you do not report to work for more than 5 days, and if your leave of absence is not formally communicated. No experience or relieving letter will be provided in this case.
58. Participation in any company event or any training program sponsored by the company will be completely under company's discretion.
59. On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), physical company documents that you may have in your possession and any other company assets within your control
60. You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

General

61. Vuram trusts that you have not provided us with any false declarations of willfully suppressed material information.
62. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing services required under this agreement.
63. It is a condition of your employment that you sign this agreement at the time of joining Vuram and you must comply with the undertaking thereafter.
64. You will be required to learn the processes being followed at Vuram from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.
65. Your appointment and continuation in service is further subject to your fitness in health. In the event of your continuous illness for a period of 2 months or more, your services are liable to be terminated by giving one month's notice or one month's basic salary in lieu thereof. You are advised to maintain yourself in a state of medical/physical/mental fitness. This is in your own as well as Vuram's interests.
66. In case you are absent yourself from duty for 7 consecutive days or more or extend leaves at your own and without consent of management beyond originally granted leaves, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by Vuram and compensation, if any, will not be paid. You will also be liable to pay the notice period dues to Vuram. You will also ensure safe return of all the properties including confidential information under your possession failing which Vuram will initiate appropriate action for recovery.

Services, Redefined.

Registered Office
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Virugambakkam Chennai 600 092 TN India
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67. Any breach of conditions specified in this offer document shall have serious legal consequences including but not limited to termination of your employment, criminal action and claim for damages.
68. Any dispute, difference, controversy or claim ("Dispute") arising between the Parties out of or in relation to or in connection with this terms of Employment, of the breach, termination, effect, validity, interpretation or non-maintaining the secrete policy of Agreement or as to their rights, duties or liabilities there under, or as to any act, matter or thing arising out of, consequent to or in connection with this Agreement, shall be settled by the Parties by mutual negotiations and agreement. If, for any reason, the Parties cannot resolve such Dispute amicably, the same shall then be referred to and settled by way of arbitration proceedings by appointment of a sole Arbitrator by Vuram. The decision of the Arbitrator shall be final and binding upon the Parties. The venue of arbitration proceedings will be at Chennai. The language of the arbitration and the award shall be English.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours Sincerely
For Vuram Technology Solutions Pvt Ltd



Suresh Kumar C
Director – People & Operations, Vuram

I, _____ agree to accept employment on the terms and conditions mentioned in the above letter.

Date: _____ **Signature: _____**

augurai

10th November 2022

To

Harinivas SN
2/72, South Street, Esanakorai,
Valadi, Lalgudi
Trichy – 621 218

Letter of Appointment

Dear **Harinivas,**

Subsequent to the interviews we had on campus at ***Saranathan College of Engineering*** on ***9th November 2022***, we are pleased to offer you a **Internship + Computer Vision Engineer (both Full Time) position** at **AUGURAI**, located at Thillai Nagar, Tiruchirappalli.

1. **Accountability:**

You will report directly to the **Chief Executive Officer.**

2. **Internship Duration:**

Internship duration would be approximately **6 months** ***(full time during the last semester)***. You would be absorbed as a full time ***Computer Vision Engineer*** on successful completion of your final semester courses/projects as well as internship.

3. **Remuneration:**

You will be paid an **annual** renumeration of **Rs. 4,66,000/-** on a cost to company basis for the **full time Computer Vision Engineer** position. You will also be paid a **stipend** of Rs. **10,000 per month** during your **internship** with us. The remuneration offered to you is absolutely confidential.

4. **Working Hours:**

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business.

5. **Duties:**

Yours will be a full time salaried position with no overtime compensation. You shall perform such duties, observe, and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any.
The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. **Address:**

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. **Benefits:**

You will be eligible to avail 20 days of earned leave per year with prior approval from the manager.

8. **Notice Period:**

Your services may be terminated by either side giving 30 days notice to the other or 30 Days salary in lieu thereof, which shall be prorated for the period of notice being un-served.

9. **Service Rules:**

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

10. **Non Disclosure Agreement (NDA):**

You will not divulge any information regarding intellectual Property, software process, technical know-how, security arrangements, administrative accounts, marketing areas, organization matters pertaining to the company whether confidential or otherwise, patented or non-patented, operational, technical or financial either pertaining to the company, or its customers, vendors, or internal processes, orally, inscribed, recorded, written electronically processed either tapes, disks, chips, floppies or any other form of communication like films, micro films, drawings etc to anyone else, without the prior approval of the company. It is absolutely at the discretion of the company to decide whether any information is divulged under the normal course of business and the employee in any manner cannot challenge the same.

You shall undertake not to discuss, disclose, or expose any information which the company may classify as confidential, including technology, ideas, concepts evolved by the company and such information shall of all kinds in which include, words, scripts, documents., electronically stored data, encrypted information, designs, formulae, source codes, object codes, any intellectual property being developed or developed by the company. The terms and conditions stated in the said undertaking shall be in force even after you cease to be in the employment of the company.

Breach of terms and conditions contained herein shall be considered a breach of the terms and conditions of your employment and as misconduct on your part and may result in termination of your services by the Company, without notice or pay in lieu thereof.

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We wish you a long and fruitful association with AUGURAI.

Please reach out to us at ravishankar@theaugurai.com or +91 96633 97694 for any queries.

Thank you.

Regards,

R. Ravi Shankar

Ravishankar Rajagopalan
Director
AUGURAI PRIVATE LIMITED
ravishankar@theaugurai.com
+91 96633 97694

I have read, understood and agree to the terms and conditions set forth in this appointment letter

Signature:

SN. Hariharan

Date: 15.11.2022

Location: Tiruchirappalli

VDart

40, RAJA COLONY,
4th CROSS COLLECTOR'S OFFICE ROAD,
TRICHY – 620001.
www.vdart.com, tnd@vdartinc.com

03-April-2023

CONDITIONAL OFFER LETTER

Dear JEMIMA BLESSY. R.

With reference to the interview, you had with our Team earlier at **VDart Software Services Pvt. Ltd.** We are pleased to offer you the position of Technical Analyst for our Client subject to the following terms and conditions. You will be deployed in our client location after the successful completion of training and clearing all the tests interviews as per the Client's requirement.

a. Your designation will be **Technical Analyst -L1 (Desktop Support/ Network Analyst)**
b. Your place of work will be Noida Chennai Bangalore on need based.
c. You agree to undergo **5 to 6 weeks of training (virtual)**
d. You must take an online **Versant English Test (VET)*** and score **min. of 58 marks** or obtain a **grade of B2** and above.
e. On successful completion of training and technical interviews, you will be offered a job based on the client requirement and market conditions, in VDart and deployed at our client location.
f. You will be entitled to an all-inclusive compensation (Cost to Company) of Rs. 2,25,360 - (Rupees Two Lakh Twenty-Five Thousand Three Hundred and Sixty Only) per annum, exclusive of the additional reimbursement provided and applicable Tax will be deducted.
g. You agree to work in the client location and as per the employment terms and conditions without fail.

An offer letter will be issued to you once you are selected by the Client.

You are requested to sign and share the original copy of this letter as a token of your acceptance of the above offer.

Sincerely

For **VDart Software Service Pvt. Ltd.**

I agree to accept the conditional offer and agree to undergo the training on the above-mentioned terms and conditions from **03-April-2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: R. Jemima **Date:** 05.05.2023

Terms & Conditions:
#1: In the event, that you fail to join VDart or its client as per the agreed joining date, VDart has the right to take appropriate legal action against you and recover any penalties imposed.
#2: VDart does not charge any fee for training, and it is mandatory for the candidate to complete the required training program.
#3: Candidates should take the online assessment conducted by an external agency as prescribed by the Client and the candidate should fulfill their requirements and conditions to take the online test.
#4: VDart or its employees does not charge the candidate for employing them in VDart or for deploying them at client locations.
#5: This offer is void; in case you are unable to complete the training or fulfill the client's requirements.

e-con Systems India Private Limited
RISHABH INFO PARK, RR Tower IV, 7th Floor, Super A-16 & A-17,
Thiru-Vi-Ka Industrial Estate, Guindy, Chennai - 600 032, India.
Ph : +91-44-4010 5500 Fax : +91-44-4010 5556
www.e-consystems.com

SELECTION CONFIRMATION

06 -May -2022

JESILA FOUMIYA. Z
Ph: 9597471448
Email: cse221038@saranathan.ac.in

Dear Ms. JESILA FOUMIYA. Z,

With reference to your application and the subsequent interview you had with us, we are pleased to **offer** you the position of **Project Engineer Trainee** in our company on the following terms and conditions:

1. Your Annual Cost to the Company shall be **Rs. 5,00,000/-** (Rupees Five Lakhs Only). A detailed breakup on the Cost to the company is attached as an annexure for your reference.

2. You will be under Probation for a period of **Six** months from the date of joining duty and your services will be confirmed if your work and conduct are found to be up to the expectations of the management.

3. The Tentative **"Date of Joining"** is subjected to your course completion, it will be intimated in prior to the completion of your course.

4. During Probation Period you will be eligible for one day leave for every month and after confirmation your leave eligibility will be as per the company's leave policy.

5. Working days will be **Five days (Monday to Friday)** in a week; **Saturday & Sunday** will be a Weekly Holiday. This is subject to any change that may come into force in future.

6. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment, Code of Conduct and such other documents/undertakings/agreements as may be required by e-con Systems from time to time.

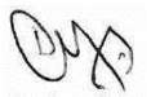
Please Sign the copy of this letter and return the same as token of your acceptance for the terms and conditions detailed in the letter. *The Official Offer Letter will be released prior to your joining*.

On the day of your joining, please submit the following:

Photocopies of educational certificates, proof of identity and address.
Relieving letter from previous employer and last three months' salary slip, if any
2 color Photographs, stamp size and 2 color photographs, passport size

Wishing you a rewarding career with **e-con Systems** and welcoming you to our Pursuit of Excellence.

Yours sincerely,
for **e-con Systems India Pvt. Ltd.**



Ravisankar S
Lead – Talent Partnership

Candidate's Name & Acceptance Signature

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 11-Oct-2022

To

Ms.JUFIN HASSAN H,
NO.26, ARASUCOLONY,
EDAMALAIPATTIPUDUR,
TRICHY-620012, TAMIL NADU.

Dear **Ms.JUFIN HASSAN H,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.720000/- (RUPEES SEVEN LAKH TWENTY THOUSAND ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on aneed-to-knowbasis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **10-Nov-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form.However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:
Name :	Jufin Hassan H	Place :

ANNEXURE A

NAME : JUFIN HASSAN H
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	24000	288000
HRA	12000	144000
Other Allowance & Flexible component	21120	253440
Gross Salary	**57120**	**685440**
Employer Provident Fund (12% of Basic+TA)*	2880	34560
Cost To Company (CTC)	**60000**	**720000**
Prosperity Sharing Plan		120000
Compensation for the first year		**840000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3600000/- (RUPEES THIRTY SIX LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear Kareeshini S,

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer** - will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months.** Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up).** The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

S. Kareeshini

iamneo

Terms and Conditions

1. **Probation:** You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

S. Kareeshini

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

www.iamneo.ai

iamneo

Annexure I – Salary Structure after Internship

Member Name	Kareeshini S	Team	Neo Jarvis
New Title	Software Engineer	Caretaker	Suresh Shanmugham
Grade	I1		

Compensation Structure		
Pay Components	**Annual (INR)**	**Monthly (INR)**
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
Uniform Allowance	12,000	1,000
BYOD Allowance	12,000	1,000
Special Allowance	60,650	5,054
Employer Contribution towards PF	21,600	1,800
Retention Pay	50,000	4,167
Total Fixed Compensation	**475,000**	**39,583**
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	**510,000**	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

S. Kareeshini

10th October, 2022

SUB: Revised Offer- Internship Extension

Dear Karthikeyan,

I am delighted & excited to revise your offer and once again welcome you to Brytecam Technologies as a **Developer Advocate Intern**. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with Brytecam Technologies.

Your appointment will be governed by the terms and conditions presented in the Annexure A.

Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!



Aniket Behera
Director,
Brytecam Technologies

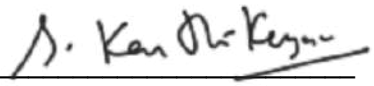
Annexure A

You shall be governed by the following terms and conditions of service during your internship with Brytecam Technologies, and those may be amended from time to time.

1. Your designation would be Developer Advocate Intern and Arjun Attam would be your Reporting Manager and Mentor during the internship.
2. Your revised offer is effective from 5th October, 2022 . The tenure of your internship would be till next year(4th October, 2023). During this time you are expected to devote your time and efforts to Brytecam Technologies work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
3. You will be working remotely for the duration of the internship. There will be catch ups scheduled with your mentor to discuss work progress and overall internship experience at regular intervals.
4. All the work that you will produce at or in relation to Brytecam Technologies will be the intellectual property of Brytecam Technologies. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval with your mentor.
5. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. Brytecam Technologies operates on zero tolerance principle with regard to any breach of data security guidelines. At the completion of the internship you are expected to hand over all Brytecam Technologies work/data stored on your Personal Computer to your mentor and delete the same from your machine.
6. Under normal circumstances either the company or you may terminate this association by providing a notice of 3 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviours.
7. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
8. Brytecam Technologies is a start up and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hardwork – and expect appreciation & rewards to follow.
9. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
10. Your revised stipend would be Rs. **45,000 per month.**

I have negotiated, agreed, read and understood all the terms and conditions of this Internship letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

I accept the above terms and conditions and shall abide by them.

Signature 

Name: Karthikeyan S
Date:

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 17-Sep-2022

To

Ms.KAVYA M,
NEW NO:15, PANNEERSELVAM STREET,
SUBRAMANIYAPURAM,
TRICHY-620020,TAMIL NADU.

Dear **Ms.KAVYA M,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization**.** During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF - QA**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.

2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.

3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.

4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.

5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **24-Sep-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	17 Sep 2022
Name :	Kavya M	Place :	Trichy

Letter of Intent (LOI)

Superset ID: 3416672

Date: September 30, 2022

Dear Kawshika Rajaratnam,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

cognizant

Letter of Intent (LOI)

Superset ID: 2942930

Date: September 30, 2022

Dear Keerthika Elango,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Kinaxis India Private Limited
(Formerly known as Prana Consulting Services Private Limited)

Tower B, 15th Floor, Unit No 1501 to1504, World Trade Center,
5/142, Rajiv Gandhi Salai, Old Mahabalipuram Road,
Perungudi, Chennai 600096, Tamil Nadu
Email: indiahr@kinaxis.com | Website: www.kinaxis.com
CIN: U72900TN2011PTC082954 | GSTIN: 33AAGCP2857D2ZK

KNOW SOONER. ACT FASTER.

29 September 2022

Personal & Confidential – By PDF Email

Keerthika Elango
S5, Justice Surya Residency,
Aruna Nagar, Vayalur Road,
Trichy 620017, Tamil Nadu,
India

Sub: Offer of Internship ("Internship Offer")

Dear Keerthika:

It is our pleasure to extend to you an offer of internship with Kinaxis India Private Ltd. ("**Company**") on the terms and conditions set out below in the position of **Intern - Associate Consultant** . Once you return the signed Internship Offer, this offer will become an agreement that is binding on both you and the Company. Please note that this internship is for your benefit and training and nothing in this Internship Offer will be deemed to be an offer, or a guarantee, of employment with the Company. However, if your performance is satisfactory, the company may consider your candidature for offer of employment.

Start Date, Responsibilities and Work Schedule

Your internship will start on **2 January 2023** or such other date as otherwise notified to you in writing ("**Start Date**"). The duration of your internship shall be for a period of **Starts from January 02, 2023 and Ends on May 31, 2023** ("**Term**"). As an intern you will report initially to **Somasundaram Muthaiah,** and it may change time to time, to accommodate the changing needs of the Company. The Company reserves the right to extend the Term of your internship at their discretion.

During the internship duration you will be **Tower B, 15th Floor, Unit No 1501 to 1504, World Trade Center, 5/142, Rajiv Gandhi Salai, Old Mahabalipuram Road, Perungudi, Chennai 600096, Tamil Nadu..** But based on company and business imperatives, you may ask to report to any company location anywhere in India or abroad.

As an intern, you are required to work from **9:00 AM to 5:00 PM, Monday to Friday.** If you need information about accepting this Internship Offer, please contact Mithun Kumar at mkumar@kinaxis.com. The Company reserves the right to adjust your work schedule from time to time, to accommodate the changing needs of the Company, subject to applicable laws.

KINAXIS
KNOW SOONER. ACT FASTER.

However, you shall not be entitled to any additional remuneration for hours worked in excess of the aforementioned working hours

You are expected to devote your time and attention during your working hours to the interests of the Company, and to perform the duties and responsibilities customarily associated with your position faithfully.

The Company will expect from you the highest level of trust, integrity, fidelity and confidence in your relationships with the Company, its employees, and other persons with whom you deal on the Company's behalf.

Compensation

Your stipend will be **INR 15,000.00 per month**, subject to deduction of tax and other statutory deductions at source. In the event that you have sources of income or expense outside of your internship with the Company, you will be responsible for ensuring adherence to the tax laws on those matters as well.

Additionally, as an add on benefit, you are eligible for **INR 2000/- per month** as taxable internet and office supply allowance during your internship period.

Leave and Holidays

You will be entitled to leave benefits during the course of your internship as per the Company's leave policy. All the leaves availed must be preapproved by the management of the Company. You will be entitled to all statutory (public) holidays/holiday pay, in Tamil Nadu, India, in accordance with applicable legislation.

Company Rules and Policies; Confidentiality and Ownership of Inventions

All the interns are required to conform and comply with the directions and policies of the Company, including any disciplinary conditions contained in such policies, Code of Business Conduct, any amendments made from time to time in this regard.

We understand the importance of protecting our confidential and proprietary information, we expect and direct you to hold every information made available to you during your Term in the Company in strict confidence and not to share or disclose the same to any third party. This obligation would survive the cessation of this Internship Offer.

Termination

The Company may terminate your internship, by giving a notice of 1 Week effective immediately from the date of such notification. In the event, you wish to discontinue your internship with cause as the Company may deem fit, you shall be required to give a notice of 1 Week to the Company effective immediately from the date of such notification.

Notwithstanding anything mentioned in this Internship Offer, the Company may terminate your internship with immediate effect by a notice and without stipend, in the event of any misconduct on your part, including but not limited to fraudulent, dishonest, indiscipline, embezzlement, misappropriation or misuse/destruction of any Company's asset, insubordination, conviction for any offence involving moral turpitude or breach of any terms of the Internship Offer, Company Policies or any instructions of the Company.

KINAXIS
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General Terms

This Internship Offer shall be governed by the laws of India. The courts at Chennai shall have the exclusive jurisdiction over all disputes or claims between the Intern and the Company under this Agreement.

If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, only such segment of the provision shall be disregarded, and the other provisions remain in effect and are valid and enforceable to the fullest extent permitted by law.
This Internship Offer supersedes all prior agreements, understandings, negotiations and discussions, whether oral or written. All promises, warranties, representations (negligent or otherwise), collateral agreements and understandings, express or implied, not expressly incorporated in this Internship Offer are hereby superseded and cancelled by this Internship Offer.

The Company may collect and process certain personal information in relation to your internship with the Company. You hereby understand, agree and consent to the collection, use, storage and processing of your personal information, including Sensitive Information. You also agree and consent to the transfer of your personal information and Sensitive Information to the Company's affiliates, parents, and third-party service providers, for administrative purposes as well as background verification. For the purposes of this Internship Offer, the term 'Sensitive Information' shall mean and include such personal information that relates to the employee's password, physical, physiological and mental health condition, sexual orientation, medical records, financial information and biometric information. You hereby consent to the processing of your Personal Data in the manner described above, whether by the Company or any service provider on behalf of the Company.

KINAXIS
KNOW SOONER. ACT FASTER.

Acceptance

If you have any questions about the terms of this Internship Offer, please contact Mithun Kumar mkumar@kinaxis.com .This offer expires at end of business on **7 October 2022.**

Please signify your acceptance of this Internship Offer by signing and returning the original of this Internship Offer.

On your Start Date, please report to work at 10:00 AM.

* * *

Keerthika, we look forward to your joining our team and hope you will find working for our Company to be challenging and rewarding.

DATED: 03.10.2022

Keerthika.E

Keerthika Elango

Sincerely,

Megan Paterson
Chief Human Resources Officer

KINAXIS
KNOW SOONER. ACT FASTER.

29 September 2022

Personal & Confidential – By PDF Email

Keerthika Elango
S5, Justice Surya Residency,
Aruna Nagar, Vayalur Road,
Trichy 620017, Tamil Nadu,
India

Sub: Letter of intent to offer employment at Kinaxis India Private Limited ("**LOI**")

Dear Keerthika:

This letter is to express our intent to offer you employment at Kinaxis India Private Limited ("**Company**"), contingent to fulfilment of the requisite conditions mentioned in this LOI, in order to receive an offer from the Company.

This LOI is to put forth the understanding that contingent upon you successfully completing your degree by **June 2023** and your performance during the internship being evaluated on the parameters determined by the Company, the Company will extend an offer of employment to you. You understand and agree that nothing in this LOI will be deemed to be an offer, or a guarantee, of employment with the Company.

Offer Letter and Start Date

On the successful completion of your degree and provision of the requisite documents bearing out the same, we will issue an offer letter to you for joining the Company as **Associate Consultant.** Such offer may be made by the Company, a month prior to the date of your joining. The Company reserves the right to rescind any offer proposed to you, in the event you fail to clear any of the exams of your university.

Your joining date for employment will be communicated to you on issuance of an offer letter. Your primary work location will be at the Company's office, situated at Chennai, Tamil Nadu.

Compensation

Consolidated Compensation:

Your consolidated compensation will be **INR 550,000.00 per annum**, subject to deduction of tax and other statutory deductions at source, and will be paid in accordance with our regular payroll schedule. Your pay will be deposited directly into your bank account. The amount and timing of any compensation increase is performance driven and is wholly discretionary to the Company. Your compensation break-up is provided in Annexure 1

Company Bonus Program:

You will also be eligible to participate in our Company bonus program as amended from time to time ("Bonus Program"). Bonuses are not guaranteed, and are based on achievement of corporate goals, and other terms and conditions of the Bonus Program. A copy of the applicable Bonus Program ("2020 Bonus Program") will be provided to you in due course, after your Start Date. However, if you need details about the Bonus. Your at-target bonus will be 5% of Base Salary, assuming 100% achievement of targets

Company Rules and Policies; Confidentiality

You are required to conform and comply with the directions and policies of the Company, including any disciplinary conditions contained in such policies, Code of Business Conduct, and any amendments made from time to time in this regard.

Over time, the Company will develop and amend its policies. As such, you will be expected to adhere to any new or changed policies, once implemented.

We understand the importance of protecting our confidential and proprietary information, we expect and direct you to treat any confidential and proprietary information (including this LOI) received in this Company with strict confidence and not disclose such information to any third party.

KINAXIS
KNOW SOONER. ACT FASTER.

Acceptance

If you have any questions about the terms of this LOI, please contact Mithun Kumar at mkumar@kinaxis.com

Please signify your acceptance to this LOI by signing and email to us the scanned copy of the signed LOI.

Sincerely,

Megan Paterson
Chief Human Resources Officer

Accepted by:

Signature: Keerthika. E
Name: Keerthika Elango

KINAXIS
KNOW SOONER. ACT FASTER.

Annexure 1

Compensation Break-up		
Compensation Components	**Annual (INR)**	**Remarks**
A) BASE PAY		
Basic Pay	INR 2,75,000.00	50% of Base Pay
House Rent Allowance	INR 137,500.00	25% of Basic Pay
Flexi Pay	INR 137,500.00	25% of Base Pay, employee to opt from the basket namely Leave Travel Allowance, Child Allowance, Fuel Reimbursements, Driver Salary Reimbursement, Food Coupons and Special Allowance
TOTAL BASE PAY [A]	**INR 550,000.00**	
B) RETIRALS		
Employer's contribution to Provident Fund PF	INR 21,600.00	Employer Provident Fund is calculated @12% on the wage ceiling of INR 15,000/- (Basic Pay) according to the 'Employees Provident Fund Act 1952'. Employee makes an equal contribution from their salary towards Provident Fund
Gratuity (4.81% of Basic Pay)	INR 13,288.00	Gratuity will be paid as per 'The Payment of Gratuity Act 1972'
TOATL RETIRALS [B]	**INR 34,828.00**	
C) TOTAL FIXED PAY [A+B]	**INR 584,828.00**	
D) VARIABLE COMPENSATION PLAN		
Company Bonus Program	INR 27,500.00	Your at-target bonus will be 5% of Base Salary, assuming 100% achievement of targets.
TOTAL ANNUAL COMPENSATION [C+D]	**INR 612,328.00**	

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CONEKTTO

INTERNSHIP CONTRACT AGREEMENT

I. THE PARTIES. This Internship Contract Agreement ("Agreement") is entered into on March 01, 2023 ("Effective Date") by and between:

Employer: Conektto, Inc, with a mailing address of 6200 Stoneridge Mall rd, Suite# 300, Pleasanton, California, 94588 ("Employer"), and

Intern: Kousic A ("Intern").

Employer and Intern are each referred to herein as a "Party" and, collectively, as the "Parties."

II. POSITION. The Employer requires and the Intern agrees that the internship position is described as follows:

a.) Role/Title: Software Engineer Intern

b.) Duties & Responsibilities: The intern will be required to assist Conektto in the following ways:

1. Design, code, test, and deploy core product features on UI, backend, infrastructure components.
2. Understand existing code and functionality and ensure diligent effort in quality software engineering practices
3. Using fundamentals of software engineering, learn technologies and implementation approach across but not limited to React, JavaScript, Python, Web 3.0 technologies etc.

DocuSign Envelope ID: D5A35152-80AE-4A9D-AADD-F170A2ACF076

III. TERM. The Parties agree that the internship shall begin on March 01 2023 for a period of 6 months and terminate upon notice being given by the Employer with at least 5 days.

Furthermore, this Agreement can be terminated at any time if the Intern breaches any portion or section of this Agreement.

IV. SCHEDULE. The Parties agree to the following work schedule:

a.) Hours: The Intern agrees to work up to 30 hours per week.

b.) Holidays: The Intern shall be allowed to take the following Federal Holidays off from work: Standard US Federal Holidays and standard India government holidays.

c.) Workweek: The Parties agree to the following workweek: Monday, Tuesday, Wednesday, Thursday, Friday.

V. PARTIES' ACKNOWLEDGMENTS. The Parties hereby agree that:

a.) Compensation. The Intern and the Employer has agreed that the Intern will get a monthly compensation of Rs.30,000/-.

b.) Training. The extent to which the internship provides training that would be similar to that which would be given in an educational environment, including the clinical and other hands-on training provided by educational institutions.

c.) Formal Education. The extent to which the internship is tied to the Intern's formal education program by integrated coursework or the receipt of academic credit.

d.) Academic Commitments. The extent to which the internship accommodates the Intern's academic commitments by corresponding to the academic calendar.

e.) Beneficial Learning. The extent to which the internship's duration is limited to the period in which the internship provides the intern with beneficial learning.

f.) Complements Work. The extent to which the Intern's work complements, rather than displaces, the work of paid employees

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while providing significant educational benefits to the Intern.

g.) No Promises. The extent to which the Intern and the Employer understand that the internship is conducted without entitlement to a paidjob at the conclusion of the internship.

VI. CONFIDENTIALITY. All materials provided to the Intern during the term of this Agreement must be kept confidential unless disclosure is allowed by the Employer or if required by law. Furthermore, the Intern agrees that any intellectual property provided to them by the Employer will remain the sole property of the Employer, including, but not limited to, copyrights, patents, trade secret rights, and other intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information, or trade secrets.

If the Intern should breach this section of the Agreement, the maximum penalties shall be enforced by the Employer under local and federal laws.

VII. RETURN OF MATERIALS. It is required that when this Agreement terminates that the Intern return any and all of the Employer's materials, products, or any other items at their earliest convenience.

VIII. GOVERNING LAW. This Agreement shall be governed by and construed in accordance with the laws located in the State where the Employer is located.

IX. SEVERABILITY. If any provision of this Agreement or the application thereof shall, for any reason and to any extent, be invalid or unenforceable, neither the remainder of this Agreement nor the application of the provision to other persons, entities, or circumstances shall be affected thereby, but instead shall be enforced to the maximum extent permitted by law.

X. ADDITIONAL TERMS & CONDITIONS. Based on performance and results generated, internship may be converted to a full-time paid role based

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on the company's financial runway, customer traction and / or investor tractionas decided by the board. Intern may choose to accept or decline the offer.

XI. ENTIRE AGREEMENT. This Agreement contains all the terms agreed to by the Parties relating to its subject matter including any attachments or addendums. This Agreement replaces all previous discussions, understandings, and oral agreements. The Employer and Intern agree to the terms and conditions of this Agreement and shall be bound until its termination.

Employer's Signature: DocuSigned by: Amol Dewhare 8772788AB3664CC... Date: 03/01/2023

Intern's Signature: _____ Date: 03/01/2023

NexTurn India Private Limited

1-30/45, Prashanthi Enclave, Kanajiguda, Hyderabad – 500015, India

Mail ID: info@nexturn.com
Phone: +91 7993810031

Date: - 07-September-2022

To,
Mr./.Ms. Madhumitha. R

Saranathan College of Engineering
Trichy - 620012
Mobile No.: 7548837213

e - mail: madhumitharamadoss@gmail.com

Sub: Offer Letter

Dear Madhumitha. R

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of **"Software Engineer-intern"** in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure "B" is integral part of this offer letter.

1. You will be appointed as **"Software Engineer-intern"** for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000 /-** per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a **"Software Engineer "**on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,

Bhaskar Vadlamani
Founder, COO & MD India

R. Madhumitha

Signature & Name

07/09/22

NexTurn India Private Limited

1-30/45, Prashanthi Enclave, Kanajiguda, Hyderabad – 500015, India

Mail ID: info@nexturn.com
Phone: +91 7993810031

Date: - 07-September-2022

To,
Mr./.Ms. Maha Lakshmi P

Saranathan College of Engineering
Trichy - 620012
Mobile No.: 6381366340

e - mail: mahalakshmipounraj14@gmail.com

Sub: Offer Letter

Dear Maha Lakshmi P

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of **"Software Engineer-intern"** in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure "B" is integral part of this offer letter.

1. You will be appointed as **"Software Engineer-intern"** for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000 /-** per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a "**Software Engineer** "on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,

Bhaskar Vadlamani
Founder, COO & MD India

M.Lakshmi P

Signature & Name

Letter of Intent (LOI)

Superset ID: 3394240

Date: September 30, 2022

Dear Maheswaran M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Maheshwaran P,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards



Uday Bhaskarwar
Chief Operations Officer

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-206

Maheshwaran P
Trichy.

Email: maheshpul81@gmail.com

Dear **Maheshwaran P**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months.
Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

P. Maheshwaran

GAININSIGHTS
BETTER INSIGHTS BETTER DECISIONS

23rd February 2023

To,

Manimozhi N
No:15/13, VPN Street,
Mannarkudi, Thiruvarur Dst,
Tamilnadu - 614001

Dear Manimozhi,

Upon successful completion of the initial selection process, GainInsights Solutions Private Limited is pleased to offer you an internship. Upon you signifying your acceptance to the terms of this internship offer letter, you shall be subject to the terms and conditions detailed below:

1. Your internship with GainInsights shall commence on **01st March 2023** (hereinafter the **"Commencement Date"**) and will continue for a period of **6 months ("Term")** upto **31st August 2023**, which is tentative and at discretion of management. The management reserves the right to extend the internship period based on business requirements.

2. You will be entitled to receive a stipend of **Rs.15,000/-** per month based on your performance. You shall not be entitled to any wages, compensation or benefits that are applicable for full time employees of GainInsights.

3. It is essential that you submit the following documents on the day of your orientation:
   - Address Proof and ID Proof (Aadhar, Passport, PAN)
   - Educational certificates/ course completion certificate + Marks sheets for 10th, 12th and Graduation (completed semesters).
   - Internship letters (Past assignments)
   - 2 passport size & 1 stamp size photographs of yourself

4. You will be subjected to and be required to abide by all the internal policies, code of conduct and procedures of GainInsights.

5. Upon joining us as an intern you would be required to sign a Non-Disclosure agreement with us to preserve the interests of GainInsights.

6. During this period, you will be assigned a mentor who will guide you through your projects/tasks.

7. Based on your performance for the above said period, further decisions about your permanent employment with us will be considered. The company reserves the right to terminate the internship Without any notice if your performance during this period does not meet the standards expected.

GAININSIGHTS
BETTER INSIGHTS, BETTER DECISIONS

8. Your internship with the GainInsights is "at-will," which means you may terminate your internship at any time, with or without cause, upon **fifteen (15)** days of prior written notice.

9. Considering that substantial costs will be invested on your training during the internship specifically for effective handling of future job responsibilities, discontinuance of the internship due to voluntary resignation, termination as per the code of conduct during the internship term or unwillingness to pursue full time employment with GainInsights would unfairly prejudice GainInsights and you shall pay an amount of **Rs.90,000/-** as the indemnification of the training costs to GainInsights and serve a notice period of **fifteen (15)** days (Non-negotiable).

10. You will be eligible for **one (1)** general leave per month during this period, as approved by your guide/manager.

11. You will be required to spend a minimum of eight hours a day excluding breaks on the tasks assigned. Your guide/ manager may increase/ decrease the time for the tasks and your requirement for a particular task

Please execute and return this document to us if you wish to accept this offer of internship on or before **27th February 2023.** We look forward to welcoming you aboard.

Sincerely,

Srividya Gopakumar

Head - Employee Success

Acceptance

I acknowledge that I have had sufficient time to carefully read this internship offer letter, and that I have fully understood the terms hereof, and I knowingly and voluntarily accept this offer.

I agree to abide by the terms and conditions of this internship offer letter and any other document that I may be required to execute as a part of my on-boarding as an intern of GainInsights.

Signature: N. Manimozhi

Name: N. Manimozhi

Date: 25.02.2023

Letter of Intent (LOI)

Superset ID: 3383873

Date: September 30, 2022

Dear Mayuri Babu,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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12-8-2022

Name: MICHAEL JONES. J

Subject: Your Appointment as Associate Engineer

Dear MICHAEL JONES,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Vishnu Chandrasekar
26D2F3BE82DD457...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 12:16 CEST

Signature: DocuSigned by:
E882723A78684DA...

Name: Michael Jones

Enclosures: Annexure I

DocuSign Envelope ID: 79751CB1-5C35-458C-9495-FCBB93CC94B2

Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)	
NAME	Michael Jones J
ROLE DESIGNATION	Associate Engineer
ANNUALLY COMPONENTS (INR per annum)	
Basic Salary	2,50,000.00
House Rent Allowance	1,25,000.00
Leave Travel Allowance	25,000.00
Special Allowance	8,000.00
Meal Voucher	12,000.00
Performance Linked Incentive (PLI)*	50,000.00
Employee Provident Fund (PF)	30,000.00
Annual Total Compensation (in INR)	5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Mukesh Manikandan M,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-208

Mukesh Manikandan M
Trichy.

Email: mkshrvms16@gmail.com

Dear **Mukesh Manikandan M**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months.
Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

7th February 2023

To,

Muthuraaj K J
No:3/27, East Street,
Athiyur, Perambalur,
Tamilnadu - 621108

Dear **Muthuraaj,**

Upon successful completion of the initial selection process, GainInsights Solutions Private Limited is pleased to offer you an internship. Upon you signifying your acceptance to the terms of this internship offer letter, you shall be subject to the terms and conditions detailed below:

1. Your internship with GainInsights shall commence on **13th February 2023** (hereinafter the **"Commencement Date"**) and will continue for a period of **6 months** (**"Term"**) upto **11th August 2023**, which is tentative and at discretion of management. The management reserves the right to extend the internship period based on business requirements.

2. You will be entitled to receive a stipend of **Rs.10,000/-** per month based on your performance. You shall not be entitled to any wages, compensation or benefits that are applicable for full time employees of GainInsights.

3. It is essential that you submit the following documents on the day of your orientation:
   - Address Proof and ID Proof (Aadhar, Passport, PAN)
   - Educational certificates/ course completion certificate + Marks sheets for 10th, 12th and Graduation (completed semesters).
   - Internship letters (Past assignments)
   - 2 passport size & 1 stamp size photographs of yourself

4. You will be subjected to and be required to abide by all the internal policies, code of conduct and procedures of GainInsights.

5. Upon joining us as an intern you would be required to sign a Non-Disclosure agreement with us to preserve the interests of GainInsights.

6. During this period, you will be assigned a mentor who will guide you through your projects/tasks.

7. Based on your performance for the above said period, further decisions about your permanent employment with us will be considered. The company reserves the right to terminate the internship Without any notice if your performance during this period does not meet the standards expected.

8. Your internship with the GainInsights is "at-will," which means you may terminate your internship at any time, with or without cause, upon **fifteen (15)** days of prior written notice.

9. Considering that substantial costs will be invested on your training during the internship specifically for effective handling of future job responsibilities, discontinuance of the internship due to voluntary resignation, termination as per the code of conduct during the internship term or unwillingness to pursue full time employment with GainInsights would unfairly prejudice GainInsights and you shall pay an amount of **Rs.60,000/-** as the indemnification of the training costs to GainInsights and serve a notice period of **fifteen (15)** days (Non-negotiable).

10. You will be eligible for **one (1)** general leave per month during this period, as approved by your guide/manager.

11. You will be required to spend a minimum of eight hours a day excluding breaks on the tasks assigned. Your guide/ manager may increase/ decrease the time for the tasks and your requirement for a particular task

Please execute and return this document to us if you wish to accept this offer of internship on or before **11th February 2023**. We look forward to welcoming you aboard.

Sincerely,

Srividya Gopakumar

Head – Employee Success

Acceptance

I acknowledge that I have had sufficient time to carefully read this internship offer letter, and that I have fully understood the terms hereof, and I knowingly and voluntarily accept this offer.

I agree to abide by the terms and conditions of this internship offer letter and any other document that I may be required to execute as a part of my on-boarding as an intern of GainInsights.

Signature: _____

Name: _____

Date: _____

Letter of Intent (LOI)

Superset ID: 2938178

Date: September 30, 2022

Dear Nancy Pricilla R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Letter of Intent (LOI)

Superset ID: 3067081

Date: September 30, 2022

Dear Nandhini Thiyagar,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Letter of Intent (LOI)

Superset ID: 2892652

Date: September 30, 2022

Dear Nihila A,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Letter of Intent (LOI)

Superset ID: 3383594

Date: September 30, 2022

Dear Nishanthi R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Zoho Corporation Private Limited
Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
DTA UNIT

Date: 14-Sep-2022

To

Ms.PREETHI MAHESWARI,
D4, SRI SAI RESIDENCY, THIRUNAGAR,
1ST MAIN ROAD, KARUMANDAPAM,
TRICHY-620001, TAMIL NADU.

Dear **Ms.PREETHI MAHESWARI,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on aneed-to-knowbasis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form.However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	14 Sep 2022
Name :	Preethi Maheswari	Place :	Trichy

ANNEXURE A

NAME : PREETHI MAHESWARI
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	**47600**	**571200**
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	**50000**	**600000**
Prosperity Sharing Plan		100000
Compensation for the first year		**700000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN
PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY
Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

Zoho Corporation Private Limited
Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
DTA UNIT

Date: 14-Sep-2022

To

Mr.PRIYADHARSHAN Y,
79/6, EJAMAN NAGAR, THIRUVARUR ROAD,
THIRUTHURAIPOONDI,
THIRUVARUR-614713, TAMIL NADU.

Dear **Mr.PRIYADHARSHAN Y,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **TEAM MEMBER - DEVOPS** with **ZOHO CORPORATION PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.480000/- (RUPEES FOUR LAKH EIGHTY THOUSAND ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on aneed-to-knowbasis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form.However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:	Priyadharshan.	Date of Offer acceptance:	14 Sep 2022
Name :	Priyadharshan Y	Place :	Chennai

ANNEXURE A

NAME : PRIYADHARSHAN Y
DESIGNATION : TEAM MEMBER - DEVOPS

Details	Monthly	Annual
Basic	16000	192000
HRA	8000	96000
Other Allowance & Flexible component	14080	168960
Gross Salary	**38080**	**456960**
Employer Provident Fund (12% of Basic+TA)*	1920	23040
Cost To Company (CTC)	**40000**	**480000**
Prosperity Sharing Plan		80000
Compensation for the first year		**560000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.2500000/- (RUPEES TWENTY FIVE LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

SARAMAIL

Mr. Barani Vijaya Kumar CSE Depart <barani-cse@saranathan.ac.in>

Fwd: Tech M Campus 2023 - Final Update

HEAD - Training and Placement <tp@saranathan.ac.in> Mon, Nov 14, 2022 at 2:09 PM
To: 2023csea-sce@googlegroups.com, 2023cseb-sce@googlegroups.com, 2023ita-sce@googlegroups.com, 2023eeea-sce@googlegroups.com, 2023eeeb-sce@googlegroups.com, 2023ice-sce@googlegroups.com, 2023ecea-sce@googlegroups.com, 2023eceb-sce@googlegroups.com
Cc: saratp-coordinators@googlegroups.com, sarahod <sarahod@saranathan.ac.in>, Saranathan Training & Placement Cell <hr@saranathan.ac.in>

Dear Students

Kind attention ; Tech Mahindra shortlists

Congratulations ,to the students who have got a final offer with Tech Mahindra.

TECH MAHINDRA - FINAL RESULTS

S No	College Name	Department	Name of the Candidate	Email ID	HR Status
1	Saranathan College Of Engineering	CSE	RAGASUDHA. S	ragasudhasrinivasan04@gmail.com	Select
2	Saranathan College Of Engineering	ECE	DHASLIN JENI MONISHA. J	jenimonisha2002@gmail.com	Select
3	Saranathan College Of Engineering	ECE	KAVIYA. K	kaviyakalaiselvan11@gmail.com	Select
4	Saranathan College Of Engineering	IT	KAROLIN KIRUBA. R	karolinkiruba910@gmail.com	Select

Pl go through the trail mail for more details

Regards,
Dr.S.M.GiriRajkumar
Head Training & Placement
Saranathan College of Engineering

---------- Forwarded message ---------
From: **Bagath Singh M** <BM00457762@techmahindra.com>
Date: Mon, Nov 14, 2022 at 11:17 AM
Subject: Tech M Campus 2023 - Final Update
To: Bagath Singh M <BM00457762@techmahindra.com>

Dear Professor,

Greetings from Tech Mahindra Ltd Campus Team !

We would like to thank you for the support that you have extended in coordination of Campus 2023 drive. Without your support it would not have been possible.

We have successfully completed the Campus 2023 drive and attached is the list of successful candidates who have cleared TechM campus evaluation process.

Soon we will work on their Letter of Intent release process and confirm to you.

We would like to congratulate the successful candidates who will be part of Tech Mahindra Family soon.

Wishing the same support in future as well.

If you need any clarification, please reach out me (8754479078).

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M <BM00457762@TechMahindra.com>
Sent: Friday, October 21, 2022 5:58 PM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: Updated: Tech Mahindra - Campus 2023 - Technical Interview Result

Dear Professor (In Bcc),

Greetings from Tech Mahindra.

This is to inform you that we have completed the Technical Interview for those candidates as well who were marked as Rescheduled.

Sharing the collated result sheet for reference. With this we have completed the process till Technical Interview Stage.

Regarding HR Interviews we are working on revised schedule and will update you post Diwali. Kindly wait till further communication from our side.

If you need any clarification, please reach out me (8754479078).

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M <BM00457762@TechMahindra.com>
Sent: Monday, October 17, 2022 6:42 PM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: Tech Mahindra - Campus 2023 - Technical Interview Result

Dear Professor (In Bcc),

Greetings from Tech Mahindra.

Please see attached Technical Interview Result, Kindly note there are 62 candidate who have been marked as Interview to be rescheduled, those are the cases who have faced technical issues at the time of interview. We will be schedule their Interview and update you accordingly.

However this will be their final chance, failure to attend this will lead to their candidature cancellation. So they need to arrange the better Infra with good internet connectivity along with Audio/Video enable.

Also as all results are being shared with College Spoc, so please instruct candidates not to reach out to us directly for any queries. Individual mails from candidate for any kind of request will not be entertained.

Regarding **HR Interviews we are working on revised schedule** and will update you by this weekend. Kindly wait till further communication from ourside.

If you need any clarification, please reach out me (8754479078).

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M <BM00457762@TechMahindra.com>
Sent: Saturday, October 8, 2022 10:51 AM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: RE: Tech Mahindra - Campus 2023 - Round 3 Result

Dear Professor (In Bcc),

Greetings from Tech Mahindra.

This is to inform that we have completed the 3rd Round successfully and sharing the result attached for reference.

Cleared candidate will directly receive the test link through email ID **donot-reply@amcatmail.com** Date & Timeslot will be mentioned in it. Please ask them to check Junk/Spam mail as well. Also, make sure that all candidates must join the link as per given date and time only.

Any delay in joining the link may lead to cancellation of candidature.

Rounds	Assessment Name	Date & Timings
Round 4	Technical Interviews	13th – 14th Oct – 10AM – 6PM

Interview link will be shared with candidates starting Monday and In case they do not receive mail by 13th Oct, please ask them to connect with Support team through below given link.

https://support.shl.com/categories.html?hl=en&c=10_91_12_

Path to follow click on lets chat → Test Taker looking for tech support→ Select AMCAT Aspiringminds.com→ other→live chat form.

Fill the basic details and support team will guide them accordingly.

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M <BM00457762@TechMahindra.com>
Sent: Monday, October 3, 2022 5:39 PM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: RE: Tech Mahindra - Campus 2023 - Round 2 Result

Dear Professor (In Bcc),

Greetings from Tech Mahindra Campus team. Thanks for your help and support for coordination of 2nd round of evaluation

Please find attached – Round 2 test result status. Shortlisted candidates would get the 3rd Round Test link today EOD.

Rounds	Assessment Name	Date & Timings
Round 3	Conversational Test	4th Oct 10AM – 6th Oct – 7PM
Round 4	Technical Interviews	11th Oct Onwards – 10AM – 6PM
Round 5	HR Interviews	17th Oct Onwards – 10AM – 6PM

Thanks & Regards

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M
Sent: Wednesday, September 28, 2022 5:13 PM
To: Bagath Singh M BM00457762@TechMahindra.com
Subject: Tech Mahindra - Campus 2023 - First Round Result

Dear Professor (In Bcc),

Greeting for Tech Mahindra Campus team. Thanks for your help and support for coordination of first round of evaluation

Please find attached – First test result status. Shortlisted candidates would get the 2nd Round Test link today EOD.

Rounds	Assessment Name	Date & Timings
Round 2	Technical & Psychometric Test	29th Sept 10 AM – 2nd Oct – 7 PM
Round 3	Conversational Test	4th Oct 10AM – 6th Oct – 7PM
Round 4	Technical Interviews	11th Oct Onwards – 10AM – 6PM
Round 5	HR Interviews	17th Oct Onwards – 10AM – 6PM

Thanks & Regards

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M
Sent: Tuesday, September 27, 2022 1:03 PM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: RE: Tech Mahindra Assessment Process - Campus 2023- Reminder

Dear Professor (In Bcc),

Since our last mail for reminder, it seems that Technical Support path has been shared with all candidates (Eligible / Not Eligible / Not even in the earlier list) and everyone has started connecting with them for their Test link.

Please be aware that support process was shared only for those candidates who were facing actual technical issues and only Eligible candidates who did not receive the Test link.

As everyone has started connecting the Technical Team it is quite possible that genuine requests for support may get delayed response.

Hence please ask **Eligible candidates** only to connect tech support.

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M

Sent: Monday, September 26, 2022 6:16 PM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: RE: Tech Mahindra Assessment Process - Campus 2023- Reminder

Dear Professor (In Bcc),

Please note tomorrow is the last date for 1st round of evaluation, please ensure that all the eligible candidates appear and complete the 1st round test before given deadline.

No further extension in deadline will be considered

Also as we have received mails from you eligible candidates not received the test link please make sure that they check there junk mail/spam mails. In case they have not received mail in this folders please ask them to connect with Support team through below given link.

https://support.shl.com/categories.html?hl=en&c=10_91_12_

Path to follow click on **lets chat** → Test Taker looking for tech support→ Select AMCAT Aspiringminds.com→ other→live chat form.

Fill the basic details and support team will guide.

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M
Sent: Tuesday, September 20, 2022 6:20 PM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: RE: Tech Mahindra Campus Hiring 2023 Batch - Assessment Process

Dear Professor,

Greetings From Tech Mahindra Campus Team !

We would like to thank you for overwhelming response we have got for our Campus 2023 registrations.

Basis the management directive, this time we are revising the academic eligibility criteria to ensure much better quality. Now, for 2023 batch; **educational % cut-off is increased to 70%** throughout starting from 10th/SSC till Graduation/Post Graduation from earlier cut-off of 60% throughout.

So, post basic data validation; we are glad to share the attached list of Eligible / Not Eligible candidates for your respective college/University.

Please be informed that the eligible candidates will undergo evaluation process as per the below schedule. And, all rounds will be conducted in **Virtual Mode only**. Candidate will directly receive the test link through email ID donot-reply@amcatmail.com Please ask them to check Junk/Spam mail as well. Also, make sure that all candidates must start the test as per given start time only. Any delay in starting the test may lead to cancellation of candidature.

Also keep the profiles for all the candidates ready with you, which we will request you to share at the time of Technical & HR evaluation for shortlisted candidates.

Request to please convey the evaluation schedule to all eligible candidates and kindly extend your support in making the evaluation process smooth.

Rounds	Assessment Name	Date & Timings
Round 1	Aptitude Test, English Essay/Story	24th Sept 10AM – 27th Sept 7PM
Round 2	Technical & Psychometric Test	29th Sept 10AM – 2nd Oct – 7PM
Round 3	Conversational Test	4th Oct 10AM – 6th Oct – 7PM
Round 4	Technical Interviews	11th Oct Onwards – 10AM – 6PM
Round 5	HR Interviews	17th Oct Onwards – 10AM – 6PM

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M <BM00457762@TechMahindra.com>
Sent: Monday, August 29, 2022 1:09 PM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: RE: Tech Mahindra Campus Hiring 2023 Batch - Registrations On

Dear Professor,

Thank you for sharing the candidate details. we acknowledge the receipt of same and would like to inform that our Team is working to identify the eligible candidates.

We'll update you about further process shortly.

Kindly wait till further communication from our side.

Bagath Singh M

RMG Campus Team

Phone - 8754479078

Experience the New
Tech Mahindra

From: Bagath Singh M
Sent: Thursday, August 18, 2022 11:09 AM
To: Bagath Singh M <BM00457762@TechMahindra.com>
Subject: Tech Mahindra Campus Hiring 2023 Batch - Registrations On

Dear Professor,

Hope you are safe and in good health!

Thank you for your response for campus 2023 survey, as per the response received we will be going ahead and conducting our assessment process through Virtual Mode and for same we are inviting registrations for all eligible candidates.

Request you to please share the details of all eligible candidates in the attached format (**Don't Make any changes in Excel Format**) on or before **24th Aug'22** to Bagath Singh (bm00457762@techmahindra.com)

Academic eligibility:

- Qualifying courses – BE/B.Tech - Computer Science /Computer Engineering /IT/E&C/E&TC/Telecom/Communication/Electronics or MCA/M.Sc (Computer Science)
- Candidate should be completing qualifying course in **2023 without any backlog** and should have Consolidated marksheet or Provisional Degree Certificate issued **at the time of offer**.
- Should have scored min. of 60%(Without Rounding-up) in SCC/10th, HSC/12th /Diploma (in case done) and BE/B.Tech /MCA/M.Sc (Computer Science).
- Not more than 1-year gap since SSC and that too not after joining a course. Means, no loss of academic year after joining a course.

Note – Rounding up of marks to 60% to become eligible for the registration is NOT valid.

Selection process:

- Candidates will have to undergo below mentioned Test with each of these acting as filter for next stage on selection process.
- Aptitude Test, English Essay/Story, Conversational Test.
- Technical & Psychometric Test
- Technical Interview
- HR Interview

All the rounds till technical interview would be conducted **virtual** and we are planning to conduct the **HR round face to face**. We will keep you posted accordingly.

Eligible candidates would be receiving All rounds test link from us on their email ID. Please ask the candidates to check Junk/Spam mails as well.

Supercoder selection:

Candidates with good academic performance as well as performance in above selection process (except HR round) will become eligible for the Supercoder cadre selection. Eligible candidates to undergo Supercoder test.

Associates clearing the Supercoder Test will be tagged as Supercoders.

Joining Location and Work Timings:

- Positions are opened for Tech Mahindra offices across locations.
- Candidate should be willing to work on **any** type of project at any of the TechM Development Center's or Client Locations spread across country as per the company specified work timings including shift working 24 X 7.

Bond and compensation:

On Selection

- Candidate will be on probation for **3** months
- Candidate clearing regular selection process would become eligible for CTC of INR **3.25 L /Annum**
- **Candidate clearing Supercoder selection process** would become eligible for CTC of INR **5.5 L /Annum**
- Candidate will have to sign an indemnity bond for INR 1 L for a mandatory period of service of 2 years from date of joining the company.

Note: During probation candidate will undergo unit specific classroom training / on-the-job-training / shadowing / all as per the business requirement.

Thanks & Regards

Bagath Singh M

RMG Campus Team

Phone - 8754479078



========== ========== Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at http://www.techmahindra.com/Disclaimer.html externally http://tim.techmahindra.com/tim/disclaimer.html internally within TechMahindra. ========== ==========

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You received this message because you are subscribed to the Google Groups "2023cseb-sce" group.
To unsubscribe from this group and stop receiving emails from it, send an email to 2023cseb-sce+unsubscribe@googlegroups.com.
To view this discussion on the web visit https://groups.google.com/d/msgid/2023cseb-sce/CAM4XMoULMWeijMG7O_MqUVEcCf%3DGxd5xt1AOR5K7g0mLqUyLjA%40mail.gmail.com.
For more options, visit https://groups.google.com/d/optout.

BNP PARIBAS

The bank for a changing world

Strictly Private & Confidential

Rajarajeswari A

June 28, 2023

Dear Rajarajeswari,

~~Employment Agreement ("Agreement")~~

We are pleased to make this conditional offer of employment to you with **BNP Paribas India Solutions Pvt. Ltd.** ("**BNPP**") in India on the terms and conditions set out in this agreement.

For the purposes of this Agreement, an "**affiliate**" shall include any subsidiary or holding company of BNPP.

1. Commencement Date & Location

1.1. Your employment will commence on **July 13, 2023 at Chennai,** unless otherwise mutually agreed by you and BNPP in writing.

1.2. Your employment with BNPP will initially be subject to a probationary period of 6 months from the date of your commencement of employment with BNPP in India. You will not be considered as having successfully completed your probationary period unless and until a written confirmation is issued to you by Human Resources. For the avoidance of doubt, BNPP may extend your probationary period at its sole discretion.

2. Position

You will be employed on a full time basis as **Associate Support Analyst** with **BP2S IT Department** and shall perform all duties commensurate with and appropriate to your position. Your corporate title shall be **Associate.** BNPP may amend your position, corporate title (if applicable) and/or reporting line as appropriate in the future to align your role with applicable policies, procedures or practices.

3. Remuneration

3.1 Your annual salary will be **INR 600,058** (less applicable deductions), payable over 12 months, for each complete month of service (pro-rated for any incomplete month of service), inclusive of all the following allowances and benefits:

Basic Salary	INR 180,000
House Rent Allowance	INR 90,000
Executive Allowance	INR 240,600
Leave Travel Allowance	INR 25,000
Conveyance Allowance	INR 19,200
Medical Allowance	INR 15,000
Provident Fund	INR 21,600
Gratuity Fund valued @ 4.81% of Basic Salary	INR 8,658
Total Cost to Company	**INR 600,058**

3.2 Your salary and benefits will be subject to applicable taxes which will be withheld by BNPP from your salary or bonus payment.

3.3 Any remuneration which you receive from BNPP shall be inclusive of any fees, expenses or other remuneration which you may be entitled to receive in relation to any office or directorship you may be required to perform in connection with your employment and includes consideration for all covenants made by you under this Agreement (including without limitation the covenants and restrictions set out in clauses 9 and 10).

3.4 You will receive provident fund and related benefits in accordance with [the provisions of the Employees' Provident Fund & Miscellaneous Provisions Act 1952 (as amended from time to time).

3.5 You will be entitled to gratuity benefit in accordance with the Payment of Gratuity Act 1972 (as amended from time to time).

3.6 You will be entitled to employee state insurance coverage in accordance with the Employees State Insurance (Central Rules) 1950 (as amended from time to time).

4. Discretionary Bonus

4.1 You may be eligible to receive a discretionary bonus in respect of a given performance year, based on BNPP's results, your individual performance and conduct, and such other factors as BNPP may consider relevant. Provided you are eligible to be considered for a discretionary bonus award, the terms, conditions, nature and amount of such discretionary bonus award (if any) will be determined at the absolute discretion of BNPP. BNPP reserves the right to defer all or part of any discretionary bonus award granted to you in accordance with the applicable bonus deferral arrangement in force from time to time, and to impose such reasonable conditions as BNPP considers appropriate; any such discretionary bonus awarded will be subject to the terms of any Group incentive or deferral plan in respect of variable compensation for the relevant performance year.

4.2 If you are eligible to receive a statutory bonus pursuant to the Payment of Bonus Act 1965 (as amended from time to time), any discretionary bonus which may be awarded to you shall take into account any statutory bonus payable to you.

4.3 Any bonus awarded will only be paid to you if (i) you are employed by BNPP on the payment date; and (ii) you have not given or received notice to terminate your employment, or otherwise ceased your employment with BNPP, prior to the payment date.

4.4 You acknowledge and agree that you do not have a contractual right to receive a bonus annually and any discretionary bonus award is at the absolute discretion of BNPP, except for statutory bonus if applicable to you in accordance with the Payment of Bonus Act 1965 (as amended from time to time). The payment of any discretionary bonus in respect of any year, and the amount of such discretionary bonus if paid, shall not give rise to any expectation of the payment or amount of any bonus in any future year of employment. Other than as set out in this Agreement, you acknowledge that no representation, assurance or guarantee has been provided by or on behalf of BNPP with respect to the payment of any discretionary bonus and you also acknowledge that you may receive a nil bonus.

5. Relocation Benefits

In the event you give or receive notice to terminate your employment, or otherwise cease your employment with BNPP (except for reason due to redundancy, disability or death), within the first 12 months of your employment, you will be required to repay to BNPP the full gross amount of the relocation benefits availed by you.

6. Staff Benefits

In addition to the salary and benefits set out in clause 3 above, you will be eligible to enjoy staff benefits in accordance with applicable laws and BNPP's policies (where applicable) in force from time to time, including the following:

(a) Insurance coverage under BNPP's medical and other applicable insurance schemes; and

(b) Annual leave, sick leave, and other types of leave in accordance with applicable laws and prevailing policies of BNPP.

For details, please refer to the relevant policies and procedures of BNPP.

7. Place of Work

Your place of employment will be at our office location as mentioned in clause 1.1 or such other location within India as BNPP may require from time to time. During the course of your employment with BNPP, you may be required to work in any current or future divisions or departments of BNPP or its affiliates as BNPP may decide at its discretion. You may also be required to travel within India or overseas as BNPP may request from time to time.

8. Hours of Work

Your core working hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday including half an hour lunch break. Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). You acknowledge and agree that you are expected to devote sufficient time to perform your duties efficiently, which may require you to attend the office, or be available to perform your duties, outside of your core working hours.

9. Confidentiality Obligations

9.1 At any time during your employment with BNPP and after termination of your employment with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

9.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your employment.

9.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your employment, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your employment shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

10. Restrictive Covenants

10.1 During your employment with BNPP and for a period of 6 months after the termination of your employment with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your employment with BNPP during the period of 12 months immediately preceding the date of termination of your employment, or have any business dealings with any such clients, customers, suppliers or agents.

10.2 You agree that the restrictions contained in clause 10.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

10.3 If you receive an offer to be involved in another business in any capacity during your employment or prior to the expiry of the last of the restrictive covenants above, you must provide the person or entity making the offer a copy of clause 10 (but no other part of this Agreement) and you must inform BNPP the identity of that person or entity as soon as possible after accepting the offer.

10.4 The restrictions set out in clause 10 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

10.5 You acknowledge that damages will be inadequate compensation for breach of any of the restrictive covenants contained in clause 10 and, subject to a court's discretion, BNPP may (for itself or on behalf of any affiliates of BNPP) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you which is or will be a breach of clause 10.

11. Termination

11.1 During your probation period, either you or BNPP may terminate this Agreement at any time by giving 30 days prior written notice to the other party. After successful completion of your probation period, either you or BNPP may terminate this Agreement at any time by giving 90 days prior written notice to the other party. BNPP may provide you with a payment in lieu of all or part of the applicable notice period. Under certain exceptional circumstances, BNPP may consider shortening the notice period for you. For the avoidance of doubt, without such express agreement from BNPP, your notice period will remain unchanged. BNPP may also deduct any amount (including but not limited to any outstanding payment in lieu of notice) which you owe to BNPP or any of its affiliates from any amounts which may be payable to you in connection with the termination of your employment, to the extent permitted under applicable laws and in accordance with applicable policies of BNPP.

11.2 The contractual and normal age of retirement is 60. Upon reaching the age of 60, you will be required to retire from your employment with BNPP.

11.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws and prevailing policies of BNPP.

12. Garden Leave/Administrative Leave

BNPP reserves the right to require you not to attend its premises and/or not to undertake all or any of your duties of employment during any period of notice of termination or at any other time during the period of your employment with BNPP. During any such period, all your express and implied duties under this Agreement (including without limitation your obligations of good faith, loyalty and fidelity to BNPP) shall continue to apply.

13. Other Conditions

13.1 You acknowledge and agree that during your employment with BNPP:

(a) You must serve BNPP faithfully and diligently to the best of your abilities, and exercise reasonable care and skill in the performance of your duties as assigned to you by BNPP from time to time, whether during or outside the BNPP's normal business hours, at such places as BNPP requires and for BNPP or any affiliates of BNPP as required by BNPP;

(b) You must act in BNPP's best interests and use all reasonable efforts to promote the interests of BNPP;

(c) You must comply with all directions of BNPP from time to time and report to the person(s) nominated by BNPP from time to time;

(d) You must comply with all legal, regulatory and mandatory obligations applicable to your position and the duties assigned to you; and

(e) You must inform BNPP immediately if you become aware of or suspect any unlawful act or omission by any employee, contractor or officer of BNPP.

13.2 You further acknowledge and agree that during your employment with BNPP:

(a) You must provide services exclusively to BNPP and, save with the prior written consent of BNPP, you must not be directly or indirectly employed, engaged, concerned or interested in any other occupation, business or trade; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

13.3 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

13.4 You will keep the existence and terms of this Agreement in strictest confidence and will not disclose this Agreement or its terms to anyone other than your spouse, lawyer or accountant without the prior written consent of BNPP.

13.5 BNPP reserves the right to vary any terms and conditions of your employment from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion and is not a contractual entitlement unless otherwise specifically stated in the relevant documents. BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines. For the avoidance of doubt, this Agreement shall prevail over any of those documents to the extent of any inconsistency.

14. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your employment, for the purpose of BNPP's administration and management of its employees and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's General Policy on Employee Personal Data Protection and Employee Personal Data Protection Notice for further details relating to data privacy.

15. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

16. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

17. Governing Law and Jurisdiction

This Agreement and all aspects of your employment shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and the employee shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 1.1.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory employment references about you and you have all the qualifications and prior work experience stated at interview and/or provided during your recruitment/employment screening process;

- You successfully complete employment screening to the satisfaction of BNPP, including without limitation credit history check, criminal record check, and information provided by you during the employment screening process. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;

- You obtain, where applicable, all necessary registration(s) and/or licence(s) with the relevant regulatory authorities in India within 3 months of your commencement of employment;

- You will not be in breach of any contractual obligation from any previous employer and are available to commence employment with BNPP on or before the commencement date mentioned in clause 1.1 without being subject to any restrictions from any previous employers;

- You duly present a valid India Identity Card, and where applicable, the necessary work visa or permit and/or other relevant document(s) enabling you to commence employment with BNPP in India on or before the commencement date mentioned in clause 1.1 ; and

- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of receipt of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Please report to Human Resources, at the office location mentioned in clause 1.1 at 9:30 a.m. on your start date.

We look forward to welcoming you as a member of BNPP.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd.

Digitally signed by IMRAN SULEMAN PATEL
Date: 2023.07.04 16:01:04 IST
Authorized Signatory 1

Digitally signed by RUPESH RAMACHANDRAN
Date: 2023.06.30 18:36:15 IST
Authorized Signatory 2

I have read and agree to the terms and conditions of this Agreement.

.....
Rajarajeswari A

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 17-Sep-2022

To

Ms.RAKSSHANNA M P,
27, POONAGARAM, DINDIGUL ROAD,
MANAPARAI,
TIRUCHIRAPALLI-621306,TAMIL NADU.

Dear **Ms.RAKSSHANNA M P,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization**.** During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF - QA**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.

2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.

3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.

4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.

5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **24-Sep-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	
Name :	Raksshanna M P	Place :	

Talent pace
Outcome Delivering IT Company

Letter of Appointment

Date: 22nd November, 2022

Dear Rhubika M,

Greetings from the Innovative and Dynamic team of TalentPace and welcome aboard.

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you an appointment as "**Software Engineer**" on the following terms and conditions:

JOINING DATE

Your Joining date will be informed later by the company subjected to your academic completion.

SALARY

Your CTC is Rs. 1,50,000/- per annum as per the attached "Annexure-A" for probation period and after probation period your CTC will be revised to Rs. 3,00,000/- per annum as per the attached "Annexure-B".

LEAVE

You will be entitled to take leave as per the provisions of company's policy.

TRANSFER

Your service is liable to be transferred to any place in India or abroad as per the company's need & policy.

WORKING HOURS

Your working hours will be as per the organization requirement which will be in force from time to time.

PROBATION

a) You shall be on probation for a period of 6 months.
b) During the probation period, if your performance is not satisfactory, the management reserves the right to terminate your service without assigning any reason thereof or without any notice or notice pay thereof.
c) The management also reserves the right to extend the probation period if your performance is not satisfactory.
d) After successful completion of probation, if your performance is satisfactory, your appointment shall be confirmed, in writing, by the management.

NOMINATION OF LEGAL HEIRS

Please fill and return the enclosed Provident Fund forms and Nomination form. In case of any change in the nomination due to changes in circumstances or any other reasons, you should inform the same to the company immediately.

SERVICE CONDITIONS

a) You shall perform the duties and carry out the assignments entrusted to you from time to time efficiently, sincerely and to the best of your ability and capacity upto the satisfaction of the project expectations as defined in the KRA and assessed periodically

b) We shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you an increment or promotion to higher grade or terminating your services.

c) You will retire from the company's services on reaching the age of 58 years.

d) Your services are liable to be transferred from one establishment, department or division of the company to the other anywhere in India, at the discretion of the Management.

e) You will be required to undergo medical examination during your tenure with the company. Your continuance in employment would depend on your remaining medically fit.

f) You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.

g) You will be required to sign a NDA specific to the project in which you are working in the interest of the company

h) During the course of your employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as our employees.

i) You shall communicate to the Management any change in your residential address, local and permanent.

j) The company shall be entitled to terminate your services without notice on any of the following grounds :

    a) You are convicted of a criminal offence by a competent Court of Law / Authority;

    b) You are found guilty of committing breach of any of the conditions of the employment or rules and regulations of the organization;

    c) If you misbehave, disobey or refuse to carry out the work orders of your Superior/Management or are irregular in attendance.

    d) If you are declared medically unfit by the medical practitioner appointed by the Company.

k) If you leave the organization within one year from the date of joining, you are liable to pay the cost of the trainings and certifications spent by the company.

l) You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.

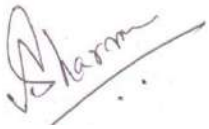
m) Any dispute arising out of this employment shall be referred to the legal jurisdiction of Bangalore courts only.

PERIOD OF NOTICE

After confirmation, your services are terminable without assigning any reason, by giving 3 month's notice in writing. The management reserves the right to shorten the notice period by paying the prorated amount for the balance period of the set 3 months. In the event of you decide to resign from the company, you have to serve notice for a period of 3 months. However, the company has the right to decide on the time/period of relieving depending upon the exigencies of the project / assignment.

Kindly go through the contents and return the duplicate copy of this letter duly signed by you as token of your acceptance for the terms and conditions mentioned herein. We welcome you on board and wish you all the very best in your new assignment.

Sincerely Yours,
For TALENTPACE PVT. LTD.



Ms. Neetisha Sharma

HR Manager

Talent pace
Outcome Delivering IT Company

Annexure-A

Salary Structure		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	2,121.00	25,452.00
Total	**10,971.00**	**1,31,652.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
ESI(Employer Contribution)	357.00	4,284.00
Gratuity	192.00	2,304.00
Health Insurance	500.00	6,000.00
Total Benefits	1,529.00	18,348.00
Total CTC	**12,500.00**	**1,50,000.00**

Annexure-B

Salary Structure – After Probation		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	14,980.00	1,79,760.00
Total	**23,830.00**	**2,85,960.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
Health Insurance	500.00	6,000.00
Gratuity	192.00	2,304.00
Total Benefits	1172.00	14,064.00
Total CTC	**25,002.00**	**3,00,024.00**

DECLARATION

I have carefully read the above terms and conditions and that they are acceptable to me in full.

Name: **Rhubika M**

Signature& Date: _____

Zoho Corporation Private Limited
Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
DTA UNIT

Date: 06-Sep-2022

To

Mr.ROHIT M,
116, AMMAMANDAPAM ROAD,
NEAR K K NADAR MALIGAI, SRIRANGAM,
TRICHY-620006, TAMIL NADU.

Dear **Mr.ROHIT M,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on aneed-to-knowbasis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **06-Oct-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form.However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	06 Sep 2022
Name :	Rohit M	Place :	Trichy

ANNEXURE A

NAME : ROHIT M
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	**47600**	**571200**
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	**50000**	**600000**
Prosperity Sharing Plan		100000
Compensation for the first year		**700000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN
PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY
Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

Letter of Intent (LOI)

Superset ID: 2892451

August 12, 2022

Dear Rohit Maheswaran,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to extend the **preplacement offer for GenC Next** role, and your designation will be **Programmer Analyst**. This is a conditional offer and upon your successful completion of the flexi-internship within timelines defined for the respective track, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued. You are eligible for a full internship with stipend after successful completion of flexi-internship.

Your annual total remuneration upon successful completion of the flexi-internship and receiving the formal Offer Letter shall be **INR 6,75,948/- per annum**. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enable you participate in the preplacement flexi-internship program and opportunity to receive a definitive Employment Agreement, subject to excelling the performance benchmark in the internship phase, completion of hiring formalities, background verification and procedures. Cognizant holds all rights to downgrade or withhold or cancel the LOI/Offer due to non-conformance of performance benchmark or moral code of conduct or for any reason upon providing written communication of the same to you. Upon such cancelation of this LOI, your access and participation in the flexi-internship program shall stand terminated. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of LOI. This document is only a letter of intent and does not constitute any contractually relationship between you and Cognizant.

It is hereby clarified that participation in this preplacement flexi-internship program shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this preplacement flexi internship program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

Cognizant shall carry no worker's compensation insurance or any health or accident insurance under this preplacement flexi-internship program and not be liable to pay any contributions to applicable statutory payments such as workmen compensation, provident fund, employee nor shall provide any other contributions or benefits which might be expected in an employer-employee relationship.

Cognizant will not encourage any claim with regard to compensation or other statutory payments under this LOI and it is hereby clarified that participation in this preplacement flexi-internship program shall not entitle you for any benefits paid or made available to that of Cognizant employees.

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference.https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

You hereby consent for Cognizant to collect, process the data submitted by you for background verification.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.
Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 17-Sep-2022

To

Mr.ROSHAN AKTHAR S,
78, QUAITHA MILLATH NAGAR,
TENNUR,
TRICHY-620017,TAMIL NADU.

Dear **Mr.ROSHAN AKTHAR S,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization**.** During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF - QA**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.

2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.

3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.

4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.

5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **24-Sep-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	17 Sep 2022
Name :	Roshan Akthar S	Place :	Trichy

iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear Sabari P,

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer -** will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months.** Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up).** The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

iamneo

Terms and Conditions

1. **Probation:** You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

www.iamneo.ai

iamneo

Annexure I – Salary Structure after Internship

Member Name	**Sabari P**	**Team**	**Neo Jarvis**
New Title	**Software Engineer**	**Caretaker**	**Suresh Shanmugham**
Grade	**I1**		

Compensation Structure		
Pay Components	**Annual (INR)**	**Monthly (INR)**
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
Uniform Allowance	12,000	1,000
BYOD Allowance	12,000	1,000
Special Allowance	60,650	5,054
Employer Contribution towards PF	21,600	1,800
Retention Pay	50,000	4,167
Total Fixed Compensation	**475,000**	**39,583**
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	**510,000**	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

Kalycito Infotech Private Limited
24, 3rd Street Krishnasamy Nagar
Ramanathapuram, Coimbatore – 641045
Tamil Nadu, INDIA.
Phone: +91 87540 18003 Email: info@kalycito.com
Website: www.kalycito.com CIN: U72200TZ2007PTC013817

01-Sep-2022

Terms of Appointment:

Name	:	Sahana Parveen M
Designation	:	IoT Engineer
Type of Appointment	:	Full-time
Job location	:	Coimbatore, Tamil Nadu
Salary & benefits	:	As per Annexure II
Probation Period	:	6 months (Variable payouts may not be applicable during this period)
Job description	:	As per Annexure III
Documents to be submitted upon acceptance of offer	:	As per Annexure IV

1 **Validity of Offer:**
- 1.1 Acknowledge and confirm your acceptance of offer in writing on or before 05-Sep-2022. If not acknowledged within the timeline mentioned, the offer shall be considered as canceled.
- 1.2 Offer is valid only if there are no arrears/backlogs at the time of course completion.
- 1.3 The company offers and recommends an internship for a minimum duration of 3 to 4 months before the completion of the current under-graduate program.

2 **Date of Joining:** The date of joining shall be communicated in writing by the Company

3 **Background verification**: On acceptance of offer a general profile check will be initiated as per the Company's norms and this offer is subject to the successful completion of your background check. We request you to ensure that all the information provided with regards to your background are true and up to date.

Defined Terms:

a) EMPLOYEE Offer/ Appointment Letter – Letter printed on the COMPANY letterhead, signed by an authorized signatory of the COMPANY, issued to the prospective EMPLOYEE at the time of recruitment. Upon acceptance of the Employment, the EMPLOYEE signs and return the EMPLOYEE Offer Letter copy to the COMPANY.

b) EMPLOYEE Remuneration Revision Communication Letter – Letter printed on the COMPANY letterhead, signed by an authorized signatory of the COMPANY, issued to the EMPLOYEE shall state a revised salary. This letter is usually issued at the end of each financial year after the inputs from the performance appraisal at the end of March, the general business scenario and inflation data are considered.

c) Employment – This is the contract between the EMPLOYEE and the COMPANY, based on the policies of the COMPANY and the law of the land.

d) Work – A product produced, or service accomplished through the effort or activity of the EMPLOYEE, usually in carrying out his/her roles and responsibilities in the COMPANY shall be owned by the COMPANY. Work can be internal or external. Work may result in a patentable or copyrightable output or not.

e) Salary – defined as the amount agreed-upon regular compensation for employment that may be paid in any frequency, in common practice, it is paid on monthly basis. Regular salary only constitutes of "Basic and DA".

1. Basic: As the name suggests, this forms the very basis of your salary. This is the core component for salary, and many other components may be calculated based on this amount.

2. Dearness Allowance (DA): The Dearness Allowance is paid out to compensate for increase in the general cost of living due to inflation. DA is paid out every month. It is a taxable component of salary.

f) Performance Review and Feedback – a structured formal interaction between the EMPLOYEE and the COMPANY, that usually takes place as quarterly reviews in which the work performance (generally in terms of quality, quantity, cost, and time) of the EMPLOYEE is reviewed, with a view to identifying weaknesses and strengths as well as opportunities for improvement and skills development. This is only a feedback process to help the EMPLOYEE meet his/her career development objectives and this shall not be a ground for negotiation of salary.

g) Proprietary Information – shall mean trade secrets, confidential knowledge, data or any other proprietary information. By way of illustration but not limitation, "Proprietary Information" includes (a) trade secrets, inventions, mask works, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, improvements, discoveries, developments, designs and techniques (hereinafter collectively referred to as "Inventions"); and (b) information regarding plans for research, development, new products, marketing and selling, business plans, budgets and unpublished financial statements, licenses, prices and costs, suppliers and customers; and information regarding the skills and compensation of EMPLOYEE (c) Documents, Source code and design files by default are considered proprietary.

h) Know-how – can be defined as confidentially held and closely-held information in the form of unpatented inventions, formulae, designs, drawings, procedures and methods, together with accumulated skills and experience.

i) Intellectual Property Rights (IPR) – Intellectual Property is a term referring to a number of distinct types of creations of the mind for which property rights are recognized and the corresponding fields of law. Under intellectual property law, owners are granted certain exclusive rights to a variety of intangible assets, such as discoveries and inventions; and words, phrases, symbols, and designs. Common types of intellectual property rights include but is not limited to copyrights, trademarks, patents and industrial design rights.

j) Third Party – Customer, Supplier, Vendor and any External Consultants to the COMPANY.

k) Third Party Proprietary Information – Proprietary Information provided by Third Party to the COMPANY shall be subject to a duty on the COMPANY's part to maintain the confidentiality of such information and to use it only for certain limited purposes.

l) Whistle blower – defined as a person who reveals to the management any wrong doings or malpractices that are taking place within an organization.

m) Open Source – Means practices in production and development that promote access to the end product's source materials.

n) Claimant – defined as a person who brings a civil action in a court of law or a person who makes a claim.

1. **Interpretation:** In this agreement, except where the context otherwise requires:

1.1 The singular includes the plural and vice versa, and a gender includes other genders;
1.2 Another grammatical form of a defined word or expression has a corresponding meaning;
1.3 Headings are only inclusive in nature and meant for ease of reference only and do not affect interpretation.

This Agreement supersedes all prior agreements and understandings whether written or oral between the COMPANY and the EMPLOYEE, or any of them, with respect to the subject matter hereof. For good consideration, the COMPANY employs the EMPLOYEE on the following terms and conditions.

2 **Terms and Conditions:**

2.1 **Term of Employment:**

Subject to the provisions for termination set forth below, this agreement shall begin on _____ (Date of Joining) unless sooner terminated.

2.2 **Retirement Age:** The retirement age is 58 years.

2.3 **Salary:** The salary shall be

2.3.1 As listed in the ***EMPLOYEE Offer Letter***, Annexure II – remuneration breakup or
2.3.2 As listed in the ***EMPLOYEE Remuneration Revision Communication Letter*** from time to time

2.4 **Roles and Responsibilities:** The EMPLOYEE is designated as **IoT Engineer** at the time of this agreement and the EMPLOYEE's roles and responsibilities shall be reasonably modified at the COMPANY's discretion from time to time depending on the nature of work assigned.

2.5 **Full time employment:** The EMPLOYEE shall devote his/her full time, attention, and energies in carrying out the roles and responsibilities set forth to him/her and the work assigned to him/her by the COMPANY. During his/her employment, he shall not engage in any other business-related social activity, regardless of whether such activity is pursued for profit, gain, or other pecuniary advantage. During his/her employment he/she shall not spend time in any non-profit activity without obtaining a written approval from the COMPANY. During his/her employment he/she shall not pursue any higher studies either full time or part time without obtaining a written approval from the COMPANY.

2.6 **Probation:** The EMPLOYEE shall be on a probation for 6 months and will be a "Probationer" during this period and may be confirmed as a permanent EMPLOYEE upon successful completion of the probation. The period of probation may be extended for a further period of up to three months at the sole discretion of the COMPANY.

2.7 **Assignment of Inventions and Work:** The EMPLOYEE shall irrecoverably transfer and assign to the COMPANY all right, title and interest in and to any and all work and Inventions (and all Intellectual Proprietary Rights with respect thereto) whether or not patentable or registrable under The Trademarks Act 1999, The Patents Act, The Copyright Act 1959, The Designs Act 2001 and the Geographical Indications of Goods Act 1999 or similar statutes, made or conceived or reduced to practice or learned by the EMPLOYEE, either alone or jointly with others, during the period of his/her employment with the COMPANY which are related or unrelated to or useful in the business of the COMPANY or result from tasks assigned to the EMPLOYEE by the COMPANY or result from the use of resources leased, owned or contracted for by the COMPANY.

2.7.1 **Forever Waive:** The EMPLOYEE shall forever waive and never assert any Intellectual Property Rights on such work and inventions.

2.7.2 **Owner/Author:** The work and inventions shall become the property of the COMPANY and the COMPANY shall be considered the owner or author thereof. The work and inventions shall on creation, and in their respective processing states shall become the sole and exclusive property of the COMPANY. COMPANY shall have the exclusive and transferable right to use or change the work products and inventions as it sees fit and to publish or utilize the results, in their original form or after modification by the COMPANY.

2.7.3 **Safe Keeping:** The EMPLOYEE shall be responsible for the safekeeping of the work and inventions, until transferring of it to the COMPANY.

2.7.4 **Whistle Blower:** EMPLOYEE shall play the role of an internal whistleblower and bring to notice any breach of this Assignment of Invention Clause put forth by this agreement by any other EMPLOYEE as soon he becomes aware of the same and ensure that necessary action is taken against such EMPLOYEE or EMPLOYEES by the COMPANY failing which he shall also be construed to act against the interest of the COMPANY.

2.7.5 **Post-Employment:** For a period of 2 years after termination of the employment with the COMPANY, the EMPLOYEE shall promptly disclose to the COMPANY fully and in writing all Inventions authored, conceived or reduced to practice by him/her, either alone or jointly with others. In addition, the EMPLOYEE shall promptly disclose to the COMPANY all patent applications filed by him/her or on behalf of him/her for a period one year after termination of employment.

2.8 **Increments and Promotions:** The growth of the EMPLOYEE and increase in salary will depend solely on the performance of the EMPLOYEE and contributions to the COMPANY. Salary increase is normally given on an annual basis in the month of April.

2.9 **Insurance:** The EMPLOYEE will be covered by the COMPANY's personal and accident insurance schemes.

2.10 **Confidentiality:**

2.10.1 **COMPANY's Proprietary Information:** The EMPLOYEE, during or after the term of his/her employment, shall not reveal Proprietary information of the COMPANY, to any person, firm, COMPANY, or any legal entity.

2.10.2 **Third Party Proprietary Information:** In addition, the COMPANY shall receive from third parties confidential or Proprietary Information subject to a duty on the COMPANY's part to maintain the confidentiality of such information and to use it only for certain limited purposes.

2.10.3 During the term of employment and thereafter, the EMPLOYEE shall hold Proprietary Information (of COMPANY and of Third Party) in the strictest confidence and will not disclose to anyone (other than COMPANY personnel who need to know such information in connection with their work for the COMPANY) or use, except in connection with his/her work for the COMPANY, Third Party Information unless expressly authorized by an officer of the COMPANY in writing.

2.10.4 By way of illustration but not of limitation, the EMPLOYEE shall be obliged to do the following acts, deeds and things which shall also include:

2.10.4.1 EMPLOYEE is prohibited from taking/using any documents or source code or files or materials or copies there of containing proprietary information outside the premises of the COMPANY.

2.10.4.2 EMPLOYEE shall not use official email id for personal purposes

2.10.4.3 EMPLOYEE is prohibited from using official email id for interacting in public forums

2.10.4.4 EMPLOYEE is prohibited to use customer names and supplier names in resume during job search and job interview process

2.10.4.5 EMPLOYEE is prohibited from disclosing any information about the COMPANY or its customers or suppliers in the internet or any public forums (for e.g. internet forums, blogs, social networking websites, Twitter, LinkedIn, Xing etc.,)

2.10.5 **Liable for Damages:** Should the EMPLOYEE reveal or threaten to reveal such information, the COMPANY shall be entitled to an injunction, restraining the EMPLOYEE from disclosing the same, or from rendering any services to any legal entity of any nature whomsoever to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the COMPANY may pursue any other remedies available it has against the EMPLOYEE for a breach or threatened breach of this condition, including the termination of employment and recovery of damages from the EMPLOYEE. In case of any breach of the terms and conditions of this employment agreement a sum of rupees equivalent to ten times the last paid annual salary (CTC – Cost to Company) to the EMPLOYEE has to be paid as minimum damages

in favor of the COMPANY by the EMPLOYEE. The obligation with respect to the above will continue beyond the termination of employment with the COMPANY.

2.10.6 **Whistle Blower:** EMPLOYEE shall play the role of an internal whistle blower and to bring notice any breach of this Confidentiality clause put forth by this agreement by any other EMPLOYEE as soon as he becomes aware of the same, otherwise it would be construed that the EMPLOYEE is also part of such breach and ensure that necessary action is taken against them by the COMPANY.

2.11 **Infringement:**

2.11.1 **Proprietary Information of COMPANY & Third Party (Customer/Supplier):** The EMPLOYEE shall not infringe on the Proprietary Information of the COMPANY, Proprietary Information of any third party whomsoever and Proprietary Information of any other individual or organization (For e.g. using one customer's proprietary information to solve another customer's problem).

2.11.2 **Previous Employer Proprietary Information:** The EMPLOYEE is prohibited from/shall not bring onto the premises of the COMPANY any unpublished documents or any property belonging to any former employer or any other person to whom the EMPLOYEE or the COMPANY may have an obligation of confidentiality unless consented to in writing by that former employer or person. The EMPLOYEE shall use in the performance of his/her duties only information which is generally known and used by persons with training and experience comparable to his/her own, which is common knowledge in the industry or otherwise legally in the public domain, or which is otherwise provided or developed by the COMPANY.

2.11.3 **License/Patent/Copyright Infringement:**

2.11.3.1 Open Source: The EMPLOYEE shall not use any open source software or hardware or design in his/her work without verifying the IPR information and getting a written consent from the legal department or from a member of the board of directors of the COMPANY. If he does so, it will be at his/her own risk and the COMPANY shall not bear any liability or responsibility for such use.

2.11.3.2 Commercial: The EMPLOYEE shall not use any tool, technology, source code, design, hardware, software for which the COMPANY has not bought a valid license.

2.11.3.3 Patent/Copyright: The EMPLOYEE shall not use any internet downloaded software or hardware or design or pictures or documents in his/her work without verifying the IPR information and getting a written consent from the legal department or from a member of the board of directors of the COMPANY. EMPLOYEE shall not reuse any software or hardware or design or pictures or documents in his/her work without verifying the IPR and getting a written consent from the legal department or from a member of the board of directors of the COMPANY. If he does so it will be at his/her own risk/and the COMPANY shall not bear any liability or responsibility for such use.

2.11.3.4 **Liable for Damages:** EMPLOYEE shall be liable for the damages/loss incurred by the COMPANY in case he/she violates this Infringement clause. Also, in such an event, the COMPANY will have all right to proceed with legal action against the EMPLOYEE and shall also lead to termination of Employment with immediate effect.

2.11.3.5 **Whistle Blower:** EMPLOYEE shall become a whistle blower if he/she becomes aware of an infringement as stated above as soon as he/she becomes aware of such infringement in any part of the COMPANY, otherwise it would be construed that the EMPLOYEE is also part of such breach.

2.12 **Reimbursement of Expenses:** The EMPLOYEE shall incur reasonable expenses for furthering the COMPANY's business, including expenses for entertainment, travel, and similar items. The COMPANY shall reimburse EMPLOYEE for all business expenses after the EMPLOYEE presents an itemized account of expenditures, pursuant to the COMPANY policy.

2.13 **Travel/Transfer:** The COMPANY has the right to depute the EMPLOYEE anywhere in India or abroad on a short notice, as and when required by the COMPANY at its cost, pursuant to the COMPANY's travel and transfer policy.

2.14 **Leaves:** The EMPLOYEE shall be entitled for leaves as per the leave policy of the COMPANY. EMPLOYEE shall plan his/her leaves considering the business priorities at that point in time and plan his/her dependencies accordingly. EMPLOYEE shall always plan to keep him/her replaceable. In the event of unplanned leaves of the EMPLOYEE, the COMPANY shall be in a position to carry out/continue critical tasks and ensure that the impact of non-availability of the EMPLOYEE is minimal. This shall include but not limited to making available relevant documents (project plan, task list, internal status reports, knowledge documents etc) in respective server locations. EMPLOYEE shall not avail any uninformed leaves/ leaves without pay (LWP). EMPLOYEE shall be eligible for maternity/ paternity leaves as per statutory requirements and COMPANY leave policy.

3 **Training:** The initial one year (including probation period) from the date of joining of the EMPLOYEE shall be construed as a training period. Till then he/she shall be qualified only as a **Trainee**.

3.1 The EMPLOYEE recognizes and accepts that at the time of joining as an IoT Engineer, except for exposure to academic knowledge, he/she has received no formal, effective, technical or practical training that enabled him/her to independently function as an IoT Engineer.

3.2 The EMPLOYEE further recognizes and accepts that prior to and at the time of joining the COMPANY; he/she has not been exposed to and, therefore, has not acquired the required management or communication skills, which are essential to meet the current business needs, parameters, standards and efficiency levels required by the COMPANY;

3.3 The EMPLOYEE shall be provided training in both technical and soft skills by the COMPANY required to perform as an IoT Engineer. Training includes but may not be restricted to classroom training and practical assignments in the initial months followed by on-the-job training and mentoring.

3.4 The EMPLOYEE recognizes and agrees that the COMPANY has put significant effort to train him/her for imparting the required skills needed to ensure that the performance of duties by the EMPLOYEE meets the current business needs, parameters, standards, and efficiency levels required by the COMPANY which includes but not limited to the following,

3.4.1 Costs of training the EMPLOYEE during the initial training of 6 weeks including external trainer costs, training infrastructure costs, training materials, etc. which is rupees two lakhs (INR 2,00,000) approximately

3.4.2 Salary including any bonuses paid to the EMPLOYEE before deployment into customer projects that is the salary paid during the first six months which includes the training period, 8-week mentoring period, and up to the period until completion of probation where the COMPANY spends additional attention to provide on-the-job training to enable the EMPLOYEE to be part of a customer project/billable activity which is rupees two lakh and twenty-five thousand (INR 2,25,000) approximately

3.4.3 Career development costs invested on the EMPLOYEE which may include but not limited to the privileges extended to use memberships in international bodies that gives access to specifications and tools, non-project-specific software tool licenses and subscriptions dedicated for use by EMPLOYEE which is rupees twenty thousand (INR 20,000) approximately per month per EMPLOYEE

3.4.4 The EMPLOYEE understands and acknowledges that the COMPANY has spent billable man hours for training the EMPLOYEE and the cost of such time for the COMPANY for training the EMPLOYEE during the first six months of employment is rupees twenty-one lakhs (INR 21,00,000) approximately.

3.5 The EMPLOYEE understands that he/she reaches optimal productivity expected by the COMPANY only after completion of the training period of one year and the COMPANY reaps returns from the opportunity it had created for the EMPLOYEE and training him/her, only if the EMPLOYEE stays with the COMPANY for a further period of at least two more years. **The EMPLOYEE acknowledges that the COMPANY has the right to claim damages if the EMPLOYEE leaves the COMPANY before completion of this period of three years from the date of joining.**

3.6 In the event of EMPLOYEE leaving the COMPANY before completion of three years from the date of joining, the EMPLOYEE agrees to compensate the financial losses incurred by the COMPANY, an approximate amount as detailed from below cost computations (section 3.6.1, 3.6.2, 3.6.3, 3.6.4, 3.6.5), which can be a minimum of rupees four lakhs (INR 4,00,000) as liquidated damages to the COMPANY in the manner and under the circumstances enumerated in this agreement which includes and not limited to,

3.6.1 25% of training expenses incurred during the initial training of 6 weeks which is rupees fifty thousand (INR 50,000) approximately

3.6.2 100% of salary paid out during the first 6 months (training period, 8-week mentoring period, and the period until completion of probation rupees which is two lakhs twenty-five thousand (INR 2,25,000) approximately

3.6.3 10% of billable time lost to the COMPANY in training the EMPLOYEE which is rupees two lakhs (INR 2,00,000) approximately

3.6.4 100% cost of recruitment, for replacing the EMPLOYEE immediately which amounts to,

3.6.4.1 Rupees fifty thousand (INR 50,000) if the EMPLOYEE quits within the first 6 months from the date of joining

3.6.4.2 Rupees one lakh (INR 1,00,000) if the EMPLOYEE quits between 6 months and 12 months

3.6.4.3 Rupees two lakhs (INR 2,00,000) if the EMPLOYEE quits between 12 months and 24 months

3.6.4.4 Rupees three lakhs (INR 3,00,000) if the EMPLOYEE quits between 24 months and 36 months

3.6.5 100% of career development costs invested on the EMPLOYEE for the number of completed months after probation, which is rupees twenty thousand (INR 20,000) per month per EMPLOYEE multiplied for the total number of months spent after completion of probation or rupees four lakhs (INR 4,00,000) whichever is lower. This may include but not limited to the privileges extended to use memberships in international bodies that gives access to specifications, tools, non-project-specific software tool licenses and subscriptions dedicated for use by the EMPLOYEE (say, if an EMPLOYEE quits after 2.5 years, this number would be rupees five lakhs (INR 5,00,000) approximately.

3.7 The EMPLOYEE acknowledges that the COMPANY reserves the right to deny any relieving or exit documents in the event of the EMPLOYEE leaving the COMPANY before the end of three years from the date of joining.

3.8 The EMPLOYEE understands and acknowledges that in the event of he/she leaving the COMPANY within three years (36 months) from the date of joining, he/she is only repaying liquidated damages, whereas the losses incurred by the COMPANY in the event of EMPLOYEE leaving before the end of three years from the date of joining, is beyond financial losses not limited to reputation damages with the customer and stakeholders, and impacts on EMPLOYEE morale.

4 **Termination of Agreement:**

4.1 Without cause, the COMPANY may terminate this agreement at any time upon 1 month written notice to the EMPLOYEE during probation and 3 months written notice to the EMPLOYEE upon confirmation of

probation. If the COMPANY requests, the EMPLOYEE shall continue to perform his/her work and may be paid his/her regular salary up to the date of termination.

4.2 Without cause, the EMPLOYEE may terminate employment upon 1 month written notice to the COMPANY during probation and 3 months' written notice to the COMPANY upon confirmation of probation. However, if the EMPLOYEE terminates this agreement during probation and if he/she is deployed in a customer project or a customer location at the time of terminating this agreement, he/she shall be required to serve up to 90 days' notice period. EMPLOYEE may be required to per-form his/her work and shall be paid the regular salary to date of termination but shall not receive severance allowance.

4.3 Without cause if the EMPLOYEE terminates employment within three years from the date of joining, he/she shall oblige to the terms mentioned in Section 3 of this agreement.

4.4 Completion of notice period**:**

4.4.1 The EMPLOYEE acknowledges that the notice period shall not be waived off and the EMPLOYEE shall not leave the organization before the end of notice period.

4.4.2 Leaves of the EMPLOYEE during notice period shall be pursuant to the COMPANY's leave policy.

4.4.3 The EMPLOYEE accepts, agrees and admits that the COMPANY has incurred expenses and costs in the process of creating the opportunity and enabling the EMPLOYEE to perform during the opportunity in-terms of training, resources which includes but not restricted to computers, hardware boards, software tools, study materials, travel expenses, etc. The EMPLOYEE is aware that in the event of his/her not completing the notice period the COMPANY would without option, be constrained to incur damages which may be similar expenses, to similar extents, which would be direct result of and attributable to his/her leaving the COMPANY before the notice period.

4.4.4 The EMPLOYEE, therefore, agrees that in the event of his/her leaving the COMPANY before the completion of notice period or in the event of his/her not completing the notice period for any reason whatsoever, shall be liable to pay to the COMPANY Compensation/damages calculated at the sole discretion of the COMPANY which includes but not restricted to the following,

4.4.4.1 100% of total salary paid to him/her during the notice period

4.4.4.2 Total man hour project cost lost by the COMPANY in engaging with the EMPLOYEE during the notice period and the COMPANY may have to return in some form or other to the customer

4.4.4.3 12 months basic salary towards reimbursement of training costs and resource utilization costs

4.4.4.4 50% of the cost of recruitment that the COMPANY would have to incur to recruit another EMPLOYEE which would include cost of advertising, Consultant charges, loss of man hours subject to a maximum of 20% of the EMPLOYEE's annual CTC

4.5 Notwithstanding anything to the contrary contained in this agreement, the COMPANY may terminate the EMPLOYEE's employment upon 60 days' notice to the EMPLOYEE should any of the following events occur:

4.5.1 The sale of substantially all of the COMPANY's assets to a single purchaser or group of associated purchasers; or

4.5.2 The sale, exchange, or other disposition, in one transaction of the majority of the COMPANY's outstanding corporate shares; or

4.5.3 The COMPANY's decision to terminate its business and liquidate its assets; The merger or consolidation of the COMPANY with another COMPANY.

4.6 The COMPANY may terminate this agreement with immediate effect at any time, if the EMPLOYEE is found negligent in his/her duties or found to have involved in any type of unethical or unprofessional activities, during the term of Employment, that causes tangible and intangible damages to the COMPANY including but not restricted to money, resources, people, trust and reputation. If the EMPLOYEE is immediately terminated under this section (Section 4.5) the COMPANY has no liability to pay any compensation to the EMPLOYEE and the COMPANY shall not provide any references, relieving documents and experience letters.

4.7 Should an unfortunate event of death of EMPLOYEE occurs during the term of employment, the employment shall be terminated with immediate effect and the COMPANY shall pay to EMPLOYEE's estate any compensation due through the end of the month in which death occurred and facilitate any insurance claims the EMPLOYEE is eligible for.

5 **Restriction on Post Employment:** For a period of 2 years after the end of employment, the EMPLOYEE shall not control, consult to or be employed by any direct or indirect competitors of the COMPANY or customers and suppliers who are doing any type of business with the COMPANY. The COMPANY shall be entitled to an injunction, restraining the EMPLOYEE from doing the same, the right to secure an injunction is not exclusive, and the COMPANY may pursue any other remedies it has against the EMPLOYEE for a breach or threatened breach of this condition, including the recovery of damages from the EMPLOYEE. This clause is accepted and acknowledged by the EMPLOYEE, further the COMPANY is also entitled to be protected against invasion of its long-standing customers or clientele and EMPLOYEE is not entitled to join a competitor COMPANY or its subsidiaries by which he shall protect the interest of the COMPANY. The EMPLOYEE unilaterally accepts and acknowledges that he restrained from using his skill and knowledge which he has learnt in the course of the employment unless and until he is specifically authorized to do so by the COMPANY. The EMPLOYEE unilaterally accepts not to serve any competitor COMPANY or use skill and knowledge to become a rival of the COMPANY.

6 **Assistance in Litigation:** EMPLOYEE shall furnish all such information and proper assistance to the COMPANY as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

7 **Effect of Prior Agreements:** This Agreement supersedes any prior agreement between the COMPANY or any predecessor of the COMPANY and the EMPLOYEE, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the EMPLOYEE of a kind elsewhere provided and not expressly provided in this agreement.

8 **Settlement by Arbitration:** Any claim or controversy that arise out of or relates to this Agreement or breach of it shall be settled by Arbitration in accordance with the rules of the Indian Arbitration Act. The COMPANY is entitled to appoint a Sole Arbitrator and the place of Arbitration is at Coimbatore

9 **Limited Effect of Waiver by COMPANY:** COMPANY may waive breach of any provision of this agreement by the EMPLOYEE, that waiver will not operate or be construed as a waiver of further breach by the EMPLOYEE.

10 **Severability:** If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the COMPANY (or any predecessor thereof) and the EMPLOYEE shall be deemed reinstated as if this agreement had not been executed.

11 **Assumption of Agreement by COMPANY's Successors and Assignees:** The COMPANY's rights and obligations under this agreement will inure to the benefit and be binding upon the COMPANY's successors and assignee.

12 **Oral Modifications:** This instrument is the entire agreement of the COMPANY and the EMPLOYEE. Oral changes have no effect. It may be altered only by a written agreement signed by the party against whom enforcement of any waiver, change, modification, extension, or discharge is sought.

Sincerely,

Name: Kamalakannan G
Designation: Director

Declaration and acceptance by the candidate:

I have read, understood and agree to accept the employment on the terms and conditions herein.

Name: _____

Signature: _____ Date: ____/____/_____

Kalycito Infotech Private Limited
24, 3rd Street Krishnasamy Nagar
Ramanathapuram, Coimbatore – 641045
Tamil Nadu, INDIA.
Phone: +91 87540 18003 Email: info@kalycito.com
Website: www.kalycito.com CIN: U72200TZ2007PTC013817

creating a difference

ANNEXURE I - EMPLOYEE NON-DISCLOSURE

FOR GOOD CONSIDERATION, and in consideration of being employed by KALYCITO INFOTECH PRIVATE LIMITED (COMPANY), the undersigned EMPLOYEE hereby agrees and acknowledges:

1 That during the course of my employment there may be disclosed to me certain trade secrets of the COMPANY; said trade secrets consisting but not necessarily limited to:

1.1 Technical information: Methods, processes, formula, compositions, systems, techniques, inventions, machines, computer programs and research projects.

1.2 Business information: Customer lists, pricing data, sources of supply, financial data and marketing, production, or merchandising systems or plans.

2 I agree that I shall not during, or at any time after the termination of my employment with the COMPANY, use for myself or others, or disclose or divulge to others including future employers, any trade secrets, confidential information, or any other proprietary data of the COMPANY in violation of this agreement.

3 I agree that if any intellectual property created by me in assistance of COMPANY during the course of my employment/internship will be the property of COMPANY and will not be retained or owned by me at any circumstances unless otherwise a written consent is obtained from the COMPANY.

4 I understand the COMPANY's strategic relationships with its customers and agree not to disclose the customer names to anyone during or after my employment.

5 That upon the termination of my employment from the COMPANY:

5.1 I shall return to the COMPANY all documents and property of the COMPANY, including but not necessarily limited to: drawings, blueprints, reports, manuals, correspondence, customer lists, computer programs, and all other materials and all copies thereof relating in any way to the COMPANY's business, or in any way obtained by me during the course of employ. I further agree that I shall not retain copies, notes or abstracts of the foregoing.

5.2 The COMPANY may notify any future or prospective employer or third party of the existence of this agreement and shall be entitled to full injunctive relief for any breach.

6 This agreement shall be binding upon me and my personal representatives and successors in interest, and shall inure to the benefit of the COMPANY, its successors and assigns

Name: _____

Signature: _____ Date: ____/____/_____

Kalycito Infotech Private Limited
24, 3rd Street Krishnasamy Nagar
Ramanathapuram, Coimbatore – 641045
Tamil Nadu, INDIA.
Phone: +91 87540 18003 Email: info@kalycito.com
Website: www.kalycito.com CIN: U72200TZ2007PTC013817

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ANNEXURE II - REMUNERATION BREAK-UP

Fixed Remuneration	**INR per Month**
Basic Salary	9,390.00
Dearness Allowance	4,024.00
HRA	6,708.00
Special Allowance	6,708.00
Monthly fixed gross salary	**26,830.00**
Deductions	
PF (12% of statutory limit)	1,800.00
Monthly net salary	**25,030.00**
Variable Remuneration	**INR Per Year**
Annual Individual Performance Incentive* at 100% payout [*At the end of each performance review cycle the individual's performance is reviewed for the period and the actual value of Individual Performance Incentive is decided and paid]	50,000.00
Annual Gross Salary (Fixed remuneration + Assuming Variable remuneration at 100% payout)	**3,71,960.00**
Annual individual health and individual accident insurance	6,440.00
Annual employer contribution towards EPF	21,600.00
Special incentive**	50,000.00
Annual CTC (Annual Gross Salary + Employer contribution towards PF, annual accident insurance and annual health Insurance + Special incentive)	**4,50,000.00**

Special Incentive**

This incentive shall be paid upon completion of one-year training period and meeting the following parameters:

- Scoring above 70% across all the assessments during the training period – both technical and soft skills
- Earning team/customer commendation during the first one-year period

Please note: *Professional tax & TDS [Tax Deductions at Source] shall be deducted based on your gross income and the income slabs prescribed by the Government of India.*

Kalycito Infotech Private Limited
24, 3rd Street Krishnasamy Nagar
Ramanathapuram, Coimbatore – 641045
Tamil Nadu, INDIA.
Phone: +91 87540 18003 Email: info@kalycito.com
Website: www.kalycito.com CIN: U72200TZ2007PTC013817

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ANNEXURE III – ROLES & RESPONSIBILITIES

Execute assigned tasks

- Prepare, read and understand product/requirements/design/test specifications and standards
- Implement software as per specifications and conduct unit tests
- Perform integration and acceptance tests
- Develop software in continuous integration mode leveraging state of the art DevOps tools
- Adhere to standards and guidelines

Enable yourself for further growth

- Be versatile in learning the technical and soft-skills required to accomplish the assigned tasks
- Build hands-on experience in Linux, C, Python, JS, Java/C++, etc.
- Showcase analytical, quantitative, and data interpretation skills to accomplish tasks in a time-bound manner
- Build competency to face the challenges of the IoT, Industry 4.0 and Time-Sensitive-Nethrking space

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ANNEXURE IV

I _____, confirm that I am voluntarily sharing my Personal Information including documents with the COMPANY for any future reference/verification.

1. Course completion certificate, transfer certificate

2. Internship certificates

3. Proof of any other certification courses (for ex. BEC, Java, Cisco, etc.,)

4. Educational Certificates:

   a) 10th std mark sheet
   b) Higher Secondary Course mark sheet
   c) Provisional certificate
   d) Consolidated Mark Sheet
   e) Semester wise mark sheet

5. Identity Proof
   a) Passport (Mandatory)
   b) PAN Card (Mandatory)
   c) Aadhaar Card (Mandatory)
   d) Ration card
   e) Voters Id
   f) Driving license

6. Three passport size photographs (white background with Schengen Visa specification)

Name: _____

Signature: _____ **Date:** _____/_____/_____

Kinaxis India Private Limited
(Formerly known as Prana Consulting Services Private Limited)

Tower B, 15th Floor, Unit No 1501 to1504, World Trade Center,
5/142, Rajiv Gandhi Salai, Old Mahabalipuram Road,
Perungudi, Chennai 600096, Tamil Nadu
Email: indiahr@kinaxis.com | Website: www.kinaxis.com
CIN: U72900TN2011PTC082954 | GSTIN: 33AAGCP2857D2ZK

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29 September 2022

Personal & Confidential – By PDF Email

Samvarthini Chandrasekar
No.40/29,Nathamvari street,
Mannachanallur,
Trichy-621005
Tamil Nadu, India

Sub: Offer of Internship ("Internship Offer")

Dear Samvarthini:

It is our pleasure to extend to you an offer of internship with Kinaxis India Private Ltd. ("**Company**") on the terms and conditions set out below in the position of **Intern - Associate Consultant.** Once you return the signed Internship Offer, this offer will become an agreement that is binding on both you and the Company. Please note that this internship is for your benefit and training and nothing in this Internship Offer will be deemed to be an offer, or a guarantee, of employment with the Company. However, if your performance is satisfactory, the company may consider your candidature for offer of employment.

Start Date, Responsibilities and Work Schedule

Your internship will start on **2 January 2023** or such other date as otherwise notified to you in writing ("**Start Date**"). The duration of your internship shall be for a period of **Starts from January 02, 2023 and Ends on May 31, 2023** ("**Term**"). As an intern you will report initially to **Somasundaram Muthaiah,** and it may change time to time, to accommodate the changing needs of the Company. The Company reserves the right to extend the Term of your internship at their discretion.

During the internship duration you will be **Tower B, 15th Floor, Unit No 1501 to 1504, World Trade Center, 5/142, Rajiv Gandhi Salai, Old Mahabalipuram Road, Perungudi, Chennai 600096, Tamil Nadu.** But based on company and business imperatives, you may ask to report to any company location anywhere in India or abroad.

As an intern, you are required to work from **9:00 AM to 5:00 PM, Monday to Friday.** If you need information about accepting this Internship Offer, please contact Mithun Kumar at mkumar@kinaxis.com. The Company reserves the right to adjust your work schedule from time to time, to accommodate the changing needs of the Company, subject to applicable laws.

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However, you shall not be entitled to any additional remuneration for hours worked in excess of the aforementioned working hours

You are expected to devote your time and attention during your working hours to the interests of the Company, and to perform the duties and responsibilities customarily associated with your position faithfully.

The Company will expect from you the highest level of trust, integrity, fidelity and confidence in your relationships with the Company, its employees, and other persons with whom you deal on the Company's behalf.

Compensation

Your stipend will be **INR 15,000.00 per month**, subject to deduction of tax and other statutory deductions at source. In the event that you have sources of income or expense outside of your internship with the Company, you will be responsible for ensuring adherence to the tax laws on those matters as well.

Additionally, as an add on benefit, you are eligible for **INR 2000/- per month** as taxable internet and office supply allowance during your internship period.

Leave and Holidays

You will be entitled to leave benefits during the course of your internship as per the Company's leave policy. All the leaves availed must be preapproved by the management of the Company. You will be entitled to all statutory (public) holidays/holiday pay, in Tamil Nadu, India, in accordance with applicable legislation.

Company Rules and Policies; Confidentiality and Ownership of Inventions

All the interns are required to conform and comply with the directions and policies of the Company, including any disciplinary conditions contained in such policies, Code of Business Conduct, any amendments made from time to time in this regard.

We understand the importance of protecting our confidential and proprietary information, we expect and direct you to hold every information made available to you during your Term in the Company in strict confidence and not to share or disclose the same to any third party. This obligation would survive the cessation of this Internship Offer.

Termination

The Company may terminate your internship, by giving a notice of 1 Week effective immediately from the date of such notification. In the event, you wish to discontinue your internship with cause as the Company may deem fit, you shall be required to give a notice of 1 Week to the Company effective immediately from the date of such notification.

Notwithstanding anything mentioned in this Internship Offer, the Company may terminate your internship with immediate effect by a notice and without stipend, in the event of any misconduct on your part, including but not limited to fraudulent, dishonest, indiscipline, embezzlement, misappropriation or misuse/destruction of any Company's asset, insubordination, conviction for any offence involving moral turpitude or breach of any terms of the Internship Offer, Company Policies or any instructions of the Company.

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General Terms

This Internship Offer shall be governed by the laws of India. The courts at Chennai shall have the exclusive jurisdiction over all disputes or claims between the Intern and the Company under this Agreement.

If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, only such segment of the provision shall be disregarded, and the other provisions remain in effect and are valid and enforceable to the fullest extent permitted by law. This Internship Offer supersedes all prior agreements, understandings, negotiations and discussions, whether oral or written. All promises, warranties, representations (negligent or otherwise), collateral agreements and understandings, express or implied, not expressly incorporated in this Internship Offer are hereby superseded and cancelled by this Internship Offer.

The Company may collect and process certain personal information in relation to your internship with the Company. You hereby understand, agree and consent to the collection, use, storage and processing of your personal information, including Sensitive Information. You also agree and consent to the transfer of your personal information and Sensitive Information to the Company's affiliates, parents, and third-party service providers, for administrative purposes as well as background verification. For the purposes of this Internship Offer, the term 'Sensitive Information' shall mean and include such personal information that relates to the employee's password, physical, physiological and mental health condition, sexual orientation, medical records, financial information and biometric information. You hereby consent to the processing of your Personal Data in the manner described above, whether by the Company or any service provider on behalf of the Company.

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Acceptance

If you have any questions about the terms of this Internship Offer, please contact Mithun Kumar mkumar@kinaxis.com .This offer expires at end of business on **7 October 2022.**

Please signify your acceptance of this Internship Offer by signing and returning the original of this Internship Offer.

On your Start Date, please report to work at 10:00 AM.

* * *

Samvarthini, we look forward to your joining our team and hope you will find working for our Company to be challenging and rewarding.

DATED: 05/10/2022.

C. Samvarthini.

Samvarthini Chandrasekar

Sincerely,

Megan Paterson
Chief Human Resources Officer

KNOW SOONER. ACT FASTER.

29 September 2022

Personal & Confidential – By PDF Email

Samvarthini Chandrasekar
No.40/29,Nathamvari street,
Mannachanallur,
Trichy-621005
Tamil Nadu, India

Sub: Letter of intent to offer employment at Kinaxis India Private Limited ("**LOI**")

Dear Samvarthini:

This letter is to express our intent to offer you employment at Kinaxis India Private Limited ("**Company**"), contingent to fulfilment of the requisite conditions mentioned in this LOI, in order to receive an offer from the Company.

This LOI is to put forth the understanding that contingent upon you successfully completing your degree by **June 2023** and your performance during the internship being evaluated on the parameters determined by the Company, the Company will extend an offer of employment to you. You understand and agree that nothing in this LOI will be deemed to be an offer, or a guarantee, of employment with the Company.

Offer Letter and Start Date

On the successful completion of your degree and provision of the requisite documents bearing out the same, we will issue an offer letter to you for joining the Company as **Associate Consultant.** Such offer may be made by the Company, a month prior to the date of your joining. The Company reserves the right to rescind any offer proposed to you, in the event you fail to clear any of the exams of your university.

Your joining date for employment will be communicated to you on issuance of an offer letter. Your primary work location will be at the Company's office, situated at Chennai, Tamil Nadu.

Compensation

Consolidated Compensation:

Your consolidated compensation will be **INR 550,000.00 per annum**, subject to deduction of tax and other statutory deductions at source, and will be paid in accordance with our regular payroll schedule. Your pay will be deposited directly into your bank account. The amount and timing of any compensation increase is performance driven and is wholly discretionary to the Company. Your compensation break-up is provided in Annexure 1

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Company Bonus Program:

You will also be eligible to participate in our Company bonus program as amended from time to time ("Bonus Program"). Bonuses are not guaranteed, and are based on achievement of corporate goals, and other terms and conditions of the Bonus Program. A copy of the applicable Bonus Program ("2020 Bonus Program") will be provided to you in due course, after your Start Date. However, if you need details about the Bonus. Your at-target bonus will be 5% of Base Salary, assuming 100% achievement of targets

Company Rules and Policies; Confidentiality

You are required to conform and comply with the directions and policies of the Company, including any disciplinary conditions contained in such policies, Code of Business Conduct, and any amendments made from time to time in this regard.

Over time, the Company will develop and amend its policies. As such, you will be expected to adhere to any new or changed policies, once implemented.

We understand the importance of protecting our confidential and proprietary information, we expect and direct you to treat any confidential and proprietary information (including this LOI) received in this Company with strict confidence and not disclose such information to any third party.

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Acceptance

If you have any questions about the terms of this LOI, please contact Mithun Kumar at mkumar@kinaxis.com

Please signify your acceptance to this LOI by signing and email to us the scanned copy of the signed LOI.

Sincerely,

Megan Paterson
Chief Human Resources Officer

Accepted by:

Signature: C. Samvarthini.
Name: Samvarthini Chandrasekar

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Annexure 1

Compensation Break-up		
Compensation Components	**Annual (INR)**	**Remarks**
A) BASE PAY		
Basic Pay	INR 2,75,000.00	50% of Base Pay
House Rent Allowance	INR 137,500.00	25% of Basic Pay
Flexi Pay	INR 137,500.00	25% of Base Pay, employee to opt from the basket namely Leave Travel Allowance, Child Allowance, Fuel Reimbursements, Driver Salary Reimbursement, Food Coupons and Special Allowance
TOTAL BASE PAY [A]	**INR 550,000.00**	
B) RETIRALS		
Employer's contribution to Provident Fund PF	INR 21,600.00	Employer Provident Fund is calculated @12% on the wage ceiling of INR 15,000/- (Basic Pay) according to the 'Employees Provident Fund Act 1952'. Employee makes an equal contribution from their salary towards Provident Fund
Gratuity (4.81% of Basic Pay)	INR 13,288.00	Gratuity will be paid as per 'The Payment of Gratuity Act 1972'
TOATL RETIRALS [B]	**INR 34,828.00**	
C) TOTAL FIXED PAY [A+B]	**INR 584,828.00**	
D) VARIABLE COMPENSATION PLAN		
Company Bonus Program	INR 27,500.00	Your at-target bonus will be 5% of Base Salary, assuming 100% achievement of targets.
TOTAL ANNUAL COMPENSATION [C+D]	**INR 612,328.00**	

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Strictly Private & Confidential

Manashi V.J

June 28, 2023

Dear Manashi,

~~Employment Agreement ("Agreement")~~

We are pleased to make this conditional offer of employment to you with **BNP Paribas India Solutions Pvt. Ltd.** ("**BNPP**") in India on the terms and conditions set out in this agreement.

For the purposes of this Agreement, an "**affiliate"** shall include any subsidiary or holding company of BNPP.

1. Commencement Date & Location

1.1. Your employment will commence on **July 13, 2023 at Chennai,** unless otherwise mutually agreed by you and BNPP in writing.

1.2. Your employment with BNPP will initially be subject to a probationary period of 6 months from the date of your commencement of employment with BNPP in India. You will not be considered as having successfully completed your probationary period unless and until a written confirmation is issued to you by Human Resources. For the avoidance of doubt, BNPP may extend your probationary period at its sole discretion.

2. Position

You will be employed on a full time basis as **Associate Support Analyst** with **BP2S IT Department** and shall perform all duties commensurate with and appropriate to your position. Your corporate title shall be **Associate.** BNPP may amend your position, corporate title (if applicable) and/or reporting line as appropriate in the future to align your role with applicable policies, procedures or practices.

3. Remuneration

3.1 Your annual salary will be **INR 600,058** (less applicable deductions), payable over 12 months, for each complete month of service (pro-rated for any incomplete month of service), inclusive of all the following allowances and benefits:

Basic Salary	INR 180,000
House Rent Allowance	INR 90,000
Executive Allowance	INR 240,600
Leave Travel Allowance	INR 25,000
Conveyance Allowance	INR 19,200
Medical Allowance	INR 15,000
Provident Fund	INR 21,600
Gratuity Fund valued @ 4.81% of Basic Salary	INR 8,658
Total Cost to Company	**INR 600,058**



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3.2 Your salary and benefits will be subject to applicable taxes which will be withheld by BNPP from your salary or bonus payment.

3.3 Any remuneration which you receive from BNPP shall be inclusive of any fees, expenses or other remuneration which you may be entitled to receive in relation to any office or directorship you may be required to perform in connection with your employment and includes consideration for all covenants made by you under this Agreement (including without limitation the covenants and restrictions set out in clauses 9 and 10).

3.4 You will receive provident fund and related benefits in accordance with [the provisions of the Employees' Provident Fund & Miscellaneous Provisions Act 1952 (as amended from time to time).

3.5 You will be entitled to gratuity benefit in accordance with the Payment of Gratuity Act 1972 (as amended from time to time).

3.6 You will be entitled to employee state insurance coverage in accordance with the Employees State Insurance (Central Rules) 1950 (as amended from time to time).

4. Discretionary Bonus

4.1 You may be eligible to receive a discretionary bonus in respect of a given performance year, based on BNPP's results, your individual performance and conduct, and such other factors as BNPP may consider relevant. Provided you are eligible to be considered for a discretionary bonus award, the terms, conditions, nature and amount of such discretionary bonus award (if any) will be determined at the absolute discretion of BNPP. BNPP reserves the right to defer all or part of any discretionary bonus award granted to you in accordance with the applicable bonus deferral arrangement in force from time to time, and to impose such reasonable conditions as BNPP considers appropriate; any such discretionary bonus awarded will be subject to the terms of any Group incentive or deferral plan in respect of variable compensation for the relevant performance year.

4.2 If you are eligible to receive a statutory bonus pursuant to the Payment of Bonus Act 1965 (as amended from time to time), any discretionary bonus which may be awarded to you shall take into account any statutory bonus payable to you.

4.3 Any bonus awarded will only be paid to you if (i) you are employed by BNPP on the payment date; and (ii) you have not given or received notice to terminate your employment, or otherwise ceased your employment with BNPP, prior to the payment date.

4.4 You acknowledge and agree that you do not have a contractual right to receive a bonus annually and any discretionary bonus award is at the absolute discretion of BNPP, except for statutory bonus if applicable to you in accordance with the Payment of Bonus Act 1965 (as amended from time to time). The payment of any discretionary bonus in respect of any year, and the amount of such discretionary bonus if paid, shall not give rise to any expectation of the payment or amount of any bonus in any future year of employment. Other than as set out in this Agreement, you acknowledge that no representation, assurance or guarantee has been provided by or on behalf of BNPP with respect to the payment of any discretionary bonus and you also acknowledge that you may receive a nil bonus.

5. Relocation Benefits

In the event you give or receive notice to terminate your employment, or otherwise cease your employment with BNPP (except for reason due to redundancy, disability or death), within the first 12 months of your employment, you will be required to repay to BNPP the full gross amount of the relocation benefits availed by you.



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6. Staff Benefits

In addition to the salary and benefits set out in clause 3 above, you will be eligible to enjoy staff benefits in accordance with applicable laws and BNPP's policies (where applicable) in force from time to time, including the following:

(a) Insurance coverage under BNPP's medical and other applicable insurance schemes; and

(b) Annual leave, sick leave, and other types of leave in accordance with applicable laws and prevailing policies of BNPP.

For details, please refer to the relevant policies and procedures of BNPP.

7. Place of Work

Your place of employment will be at our office location as mentioned in clause 1.1 or such other location within India as BNPP may require from time to time. During the course of your employment with BNPP, you may be required to work in any current or future divisions or departments of BNPP or its affiliates as BNPP may decide at its discretion. You may also be required to travel within India or overseas as BNPP may request from time to time.

8. Hours of Work

Your core working hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday including half an hour lunch break. Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). You acknowledge and agree that you are expected to devote sufficient time to perform your duties efficiently, which may require you to attend the office, or be available to perform your duties, outside of your core working hours.

9. Confidentiality Obligations

9.1 At any time during your employment with BNPP and after termination of your employment with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

9.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your employment.

9.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your employment, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your employment shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

10. Restrictive Covenants

10.1 During your employment with BNPP and for a period of 6 months after the termination of your employment with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your employment with BNPP during the period of 12 months immediately preceding the date of termination of your employment, or have any business dealings with any such clients, customers, suppliers or agents.

10.2 You agree that the restrictions contained in clause 10.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

10.3 If you receive an offer to be involved in another business in any capacity during your employment or prior to the expiry of the last of the restrictive covenants above, you must provide the person or entity making the offer a copy of clause 10 (but no other part of this Agreement) and you must inform BNPP the identity of that person or entity as soon as possible after accepting the offer.

10.4 The restrictions set out in clause 10 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

10.5 You acknowledge that damages will be inadequate compensation for breach of any of the restrictive covenants contained in clause 10 and, subject to a court's discretion, BNPP may (for itself or on behalf of any affiliates of BNPP) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you which is or will be a breach of clause 10.

11. Termination

11.1 During your probation period, either you or BNPP may terminate this Agreement at any time by giving 30 days prior written notice to the other party. After successful completion of your probation period, either you or BNPP may terminate this Agreement at any time by giving 90 days prior written notice to the other party. BNPP may provide you with a payment in lieu of all or part of the applicable notice period. Under certain exceptional circumstances, BNPP may consider shortening the notice period for you. For the avoidance of doubt, without such express agreement from BNPP, your notice period will remain unchanged. BNPP may also deduct any amount (including but not limited to any outstanding payment in lieu of notice) which you owe to BNPP or any of its affiliates from any amounts which may be payable to you in connection with the termination of your employment, to the extent permitted under applicable laws and in accordance with applicable policies of BNPP.

11.2 The contractual and normal age of retirement is 60. Upon reaching the age of 60, you will be required to retire from your employment with BNPP.

11.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws and prevailing policies of BNPP.

12. Garden Leave/Administrative Leave

BNPP reserves the right to require you not to attend its premises and/or not to undertake all or any of your duties of employment during any period of notice of termination or at any other time during the period of your employment with BNPP. During any such period, all your express and implied duties under this Agreement (including without limitation your obligations of good faith, loyalty and fidelity to BNPP) shall continue to apply.

13. Other Conditions

13.1 You acknowledge and agree that during your employment with BNPP:

(a) You must serve BNPP faithfully and diligently to the best of your abilities, and exercise reasonable care and skill in the performance of your duties as assigned to you by BNPP from time to time, whether during or outside the BNPP's normal business hours, at such places as BNPP requires and for BNPP or any affiliates of BNPP as required by BNPP;

(b) You must act in BNPP's best interests and use all reasonable efforts to promote the interests of BNPP;

(c) You must comply with all directions of BNPP from time to time and report to the person(s) nominated by BNPP from time to time;

(d) You must comply with all legal, regulatory and mandatory obligations applicable to your position and the duties assigned to you; and

(e) You must inform BNPP immediately if you become aware of or suspect any unlawful act or omission by any employee, contractor or officer of BNPP.

13.2 You further acknowledge and agree that during your employment with BNPP:

(a) You must provide services exclusively to BNPP and, save with the prior written consent of BNPP, you must not be directly or indirectly employed, engaged, concerned or interested in any other occupation, business or trade; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

13.3 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

13.4 You will keep the existence and terms of this Agreement in strictest confidence and will not disclose this Agreement or its terms to anyone other than your spouse, lawyer or accountant without the prior written consent of BNPP.

13.5 BNPP reserves the right to vary any terms and conditions of your employment from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion and is not a contractual entitlement unless otherwise specifically stated in the relevant documents. BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines. For the avoidance of doubt, this Agreement shall prevail over any of those documents to the extent of any inconsistency.

14. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your employment, for the purpose of BNPP's administration and management of its employees and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's General Policy on Employee Personal Data Protection and Employee Personal Data Protection Notice for further details relating to data privacy.

15. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

16. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

17. Governing Law and Jurisdiction

This Agreement and all aspects of your employment shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and the employee shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 1.1.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory employment references about you and you have all the qualifications and prior work experience stated at interview and/or provided during your recruitment/employment screening process;

- You successfully complete employment screening to the satisfaction of BNPP, including without limitation credit history check, criminal record check, and information provided by you during the employment screening process. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;

- You obtain, where applicable, all necessary registration(s) and/or licence(s) with the relevant regulatory authorities in India within 3 months of your commencement of employment;

BNP PARIBAS

The bank for a changing world

- You will not be in breach of any contractual obligation from any previous employer and are available to commence employment with BNPP on or before the commencement date mentioned in clause 1.1 without being subject to any restrictions from any previous employers;

- You duly present a valid India Identity Card, and where applicable, the necessary work visa or permit and/or other relevant document(s) enabling you to commence employment with BNPP in India on or before the commencement date mentioned in clause 1.1 ; and

- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of receipt of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Please report to Human Resources, at the office location mentioned in clause 1.1 at 9:30 a.m. on your start date.

We look forward to welcoming you as a member of BNPP.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd.

Digitally signed by IMRAN SULEMAN PATEL
Date: 2023.07.04 16:01:04 IST

Authorized Signatory 1

Digitally signed by RUPESH RAMACHANDRAN
Date: 2023.06.30 18:36:15 IST

Authorized Signatory 2

I have read and agree to the terms and conditions of this Agreement.

.....

Manashi V.J

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

September 5, 2022

Dear Sanofer Fathima AR,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a "**Associate Technical Consultant**". We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

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

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

Warm Regards,



Suresh Kumar C
Director – People & Operations, Vuram

Services, Redefined.

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Offer Details

Appointment & Compensation

1. Your employment start date will be **will be informed shortly.**
2. You will be on training and probation for the first six full calendar months of your employment.
3. During this period, you will earn a total of Rs. 21,900/month. This amount will be credited to your bank account on the last working day of the month.
4. Your salary breakdown during your probation period will be as follows:

Category	Monthly Pay(INR)
Basic	11,700.00
House Rent Allowance	5,850.00
Commutation Allowance	1,600.00
Medical Allowance	1,250.00
Internet Allowance	1,000.00
Fitness Allowance	500.00
Gross Salary [#]	***21,900.00***
Employer PF Contribution	1,800.00
Total	***23,700.00***

[#] Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

5. Your compensation will be pro-rated for any partial months worked
6. During your probation period, you will be eligible for insurance and PF benefits as per company policy.
7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

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9. Upon confirmation, your salary will be as per the table below.

Category	Monthly (INR)	Annually (INR)
Basic	17,600.00	2,11,200.00
House Rent Allowance	8,800.00	1,05,600.00
Commutation Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Internet Allowance	1,000.00	12,000.00
Fitness Allowance	500.00	6,000.00
Other Allowance	250.00	3,000.00
Gross Pay	**31,000.00**	**3,72,000.00**
Employer Provident Fund	1,800.00	21,600.00
Bonus Potential		37,200.00
Gratuity		10,154.00
Insurance Cover		15,840.00
Total		**4,56,794.00**

a. **Employer Provident Fund**
Employer PF contributions will be automatically credited to your PF and other related accounts, details of which will be shared with you within 2 months of your employment commencement.

b. **Bonus**
Bonus Potential will be paid in the month of December every year. Actual Bonus Potential payout will be determined based on Individual Performance and prorated to the number of full months worked in the current calendar year. Probation period will be excluded in computing number full months worked.
Bonus is paid based on your joining date.
You are eligible for a bonus during the current calendar year only if your joining date is on or before 21st October. If you join Vuram after this date, you will be eligible for a bonus starting from the subsequent year.

c. **Gratuity**
Gratuity will be credited to a company escrow account. Gratuity payments are realized only upon employment termination post serving a minimum term of 5 continuous years.

d. **Insurance**
Insurance is calculated as the premium for self and 2 dependents (parents, spouse, kids) for a cover of Rs. 2,00,000 per insured. The Insurance cover provided by Vuram can be used for up to 5 dependents. The amount quoted in the salary breakdown is an indicative premium Vuram pays for self and 2 dependents in the age group of 40-50. The actual premium paid by Vuram could vary based on additional parameters.

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You will be eligible for the group health insurance policy after completion of 3 months from your date of employment.

Your total annual Cost to Company (CTC) is Rs. Four Lakhs Fifty-Six Thousand Seven Hundred and Ninety-Four Indian Rupees (Rs. 4,56,794.00)

10. Professional Tax, Income Tax and Employee PF contribution as applicable for your earnings will be deducted from your monthly salary. Your salary will be subject to all taxes as per the tax laws of India and other statutory fees.
11. **Salary Revision**
    The salary revision happens yearly during the month of January. The first revision cycle varies based on the joining date.
    If your employment date is on or before 31st July 2023, you will be eligible for a salary revision in the month of January 2024. In case your date of employment falls on or after 1st August 2023, your salary revision will happen only in the month of January 2025.
12. Changes in your compensation are discretionary and will be subject to and based on effective performance and results during the period and other relevant criteria.
13. Your training location and job location will be at any of the Vuram-India offices. You might be required to work from the various offices from time to time.
14. There might be an occasional need to work during business days and hours of the customer.
15. This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
16. This offer is valid till **15th of September 2022**, If you do not confirm the acceptance within this period, Vuram has right to withdraw the offer.
17. You will be entitled to leave, holidays and working hours as applicable to your category of employees, the project you are working on and the location of your posting.
18. Irrespective of your work location you can avail a total of 15 days off in a calendar year. For partial years worked, your vacation days will be proportionately adjusted.
19. At the time of joining Vuram, please bring with you the following documents:
    a. Copy of signed Vuram offer letter
    b. Copy of 10th & 12th mark sheets
    c. Copy of Degree certificates
    d. Copy of your passport.
    e. Copy of your PAN Card.
    f. Copy of your Aadhar Card
    g. Copy of Bank passbook first page or cancelled cheque leaf.
    h. Copy of previous companies offer letter, relieving letter and last 3months payslips.
    i. Medical fitness certificate
    j. Passport Size Photograph

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20. Your offer is contingent on you producing all the above documents. Vuram reserves the right to revoke this offer if you do not meet this academic requirement or if any of the information you have furnished leading to your selection is found to be misrepresented.

Other Benefits

21. Vuram aims to provide an excellent workplace for its workforce that is comfortable, enriching, and fun. There are several events organized by Vuram throughout the year that you can opt-in.
22. You will be entitled to the complimentary snack and beverage facilities in the premises.
23. You will be entitled to avail free transportation provided by Vuram for a pick-up and drop-off at a predetermined spot (Available only at Trichy office).
24. You will be entitled to avail a one-time reimbursement of up to Rs. 1250/- towards purchase of a data card of your choice within three months from the date of joining.
25. Under Vuram Works initiative, You will be entitled to avail a one time reimbursement of Rs. 10000/- towards work-from-home set up support which will be paid as an expense reimbursement after 2 months of expenses submission.

Responsibilities

26. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.
27. You are not to engage in any activity that has or will have an adverse impact on the reputation/image and business of Vuram, whether directly or indirectly.
28. You will be required to undertake travel on Vuram's work for which you will be reimbursed travel expenses as per the policy applicable to you.
29. You will always be required to abide by Vuram's policies. These policies may be updated from time to time and you will be required to comply with these updates as well. Any such change in policy will be communicated to you.
30. You are expected to perform your duties in an ethical and integral way. Non-compliance with Vuram's policies and any unethical behavior could result in termination.
31. In connection with and during the course of your employment, you shall disclose all the development developed or conceived by you solely or jointly with others and assign to Vuram as its exclusive property, which becomes an intellectual property of Vuram.

Conflicts of Interest

32. You are required to engage yourself exclusively in the work assigned by Vuram and shall not take up any independent or individual assignments (part time, full time or in advisory capacity) directly or indirectly without the written consent of your manager.
33. You shall not be involved, directly or indirectly or have any interest in or perform any services for any person or organization that are involved in activities, which shall be in conflict with interests of Vuram
34. You shall not subcontract your work out to any individual or organization or provide access to your system or disclose any information you are presented with at Vuram to any organization, group or individual who may or may not have a conflict of interest with Vuram

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35. You are not to solicit, induce or encourage
    a. Any employee of Vuram to terminate their employment with Vuram or to accept employment with any competitor, supplier or any customer with whom you have a connection
    b. Any customer or vendor of Vuram to move his existing business with Vuram to a third party or to terminate his business relationship with Vuram
    c. Any existing employee to become associated with or perform services of any type for any third party.
36. In the event of your separation from Vuram , either initiated by you or by Vuram, You shall not recruit/ refer for employment any employee working in Vuram for a period of 12 months commencing from the last day of your employment with us. Any violations of this covenant will lead to legal consequences as provided in this agreement.

Non-compete

37. You shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of Vuram nor engage in any activity that conflicts with your obligations to Vuram;
38. **Solicit Business:** You shall not solicit, endeavour to solicit, influence or attempt to influence any client, customer or other Person directly or indirectly to purchase Vuram's product and/or services to himself or any Person in competition with the business of Vuram;
39. **Solicit Personnel:** You shall not solicit or attempt to influence any person employed or engaged by Vuram (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with Vuram or to become the Founder of or directly or indirectly offer services in any form or manner, during or after your Term of this contract, any Person who is a competitor of Vuram;
40. Vuram acknowledges and agrees that the above restrictions are considered reasonable for the legitimate protection of Vuram's business and its goodwill but in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Article valid and enforceable. Notwithstanding the limitation of this provision by any law for the time being in force, the parties undertake to, at all times, observe and be bound by the spirit of this Article. Provided however, that on the revocation, removal or diminution of the law or provisions, as the case may be, by virtue of which the restrictions contained in this Article were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the law or provisions revoked.
41. You acknowledge and agree that the covenants and obligations with respect to non-compete and non-solicitation as set forth above relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause

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irreparable injury to Vuram. Therefore, you agree that Vuram shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations contained in this Article. These injunctive remedies are cumulative and are in addition to any other rights and remedies that Vuram may have at law or in equity.

42. You shall not take up as a consultant or enter into any arrangement with any other company/ Person/ firm or association engaged in any of Vuram's competing Service for a period of eighteen months from the date of leaving Vuram for any reasons. The expression "Competing Service" is understood as "any involvement with the type of products, processes or services which you have during the term of this contract with Vuram (a) worked on; or (b) acquired or had access to (c) been trained to do.

Confidentiality

43. **Your Salary information is confidential and should not be discussed, disclosed, shared with anyone other than the authorized finance representative of Vuram or with the Chief Executive Officer. Breaching this clause of your agreement, will lead to immediate termination of your employment.**
44. You will be privy to information pertaining to Vuram and Vuram's Client's business from time to time as an employee. You will maintain as confidential, all such information that you gain while in employment. To communicate this understanding in more formal and legal terms, you will be required to sign the Vuram's Non - Disclosure Agreement on your joining date.

Intellectual Property

45. If you create any work in which any copyright, design right or similar rights may exist during your employment (including any work created during any time spent by you on Vuram's business outside your normal working hours and which relates to that business), those rights shall belong to Vuram. You shall not be permitted to share such intellectual property in physical or digital format outside Vuram.
46. If you make any invention, whether patentable or not, which relates to or is capable of being used in any business activity of Vuram in which you have been actively involved at any time during the period of two years before making such invention, you must disclose it to Vuram immediately, and the ownership of the invention shall be determined in accordance with Section 39.9 of the Patents Act 1977.

Social Media Postings

47. Due to the sensitive and exclusive nature of most events, as well as corporate confidentiality and securities regulations, it is the policy of Vuram to prohibit anyone from taking pictures, posting or making public comment on or about any of company's executive committee members, employees, attendees, partners, speakers, etc. - as well as its brand assets, product knowledge, proprietary content and other such protected confidential information. Posting of all visual content (images or video) displaying or depicting corporate branding (logos, etc) are prohibited. These elements and others are the copy-protected

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property of Vuram clients acquired spending a great deal of resources promoting and marketing. There are strict guidelines governing the proper use of their branding elements and publishing of such photos will violate the undertaking given to the customers, which will result in claim for damages. You should ensure that none of the Logos are present in any of your personal social media postings. Violation of this clause will have serious legal consequences including termination of employment, criminal action and claim for financial damages.

48. During my employment with Vuram, before posting in any social media any testimonials, interviews, University connects or in any other such postings mentioning any of the Vuram processes or the like will take prior approval from People and Operations team before such postings.
49. As a Vuram employee if volunteering for / participating in any of the Vuram initiatives including creation/posting of videos, blogs, testimonials, etc. I hereby give my consent to Vuram to use such creations for both internally and externally for promotions, branding and awareness.
50. Not accept any financial or other advantage from any person as an inducement or reward for any act or forbearance or in connection with any matter or business transacted by or on behalf of Vuram. I also undertake to disclose to the company any personal appreciation gifts voluntarily provided by any external connects of the company if the commercial value exceeds INR 2,000.

Termination & Notice Period

51. Vuram retains the right to terminate your employment agreement for any violation of the terms and conditions in this agreement, any misdemeanor or any act on your part that adversely affects Vuram's customers, its employees or its affiliates.
52. If you decide to leave Vuram at any point of time, you are required to serve a minimum notice period of three (3) full months. Vuram retains the right to request work beyond the 3-months' notice period as may be the case.
53. Your performance during the notice period is expected to be at the satisfactory level. If performance is found wanting and the same will be communicated to you. In that event Vuram retains the right to terminate your employment earlier due to unsatisfactory performance during your notice period. In this case you will be required to pay the full three months' salary. Upon payment you will be provided the relieving and experience documents.
54. In the event of not completing your entire notice as mentioned in your offer, you will be required to pay for the entire notice period. You would be provided the relieving and experience documents only upon completion of your entire notice period or upon paying for the notice period.
55. You will not be eligible for any revision, bonus, Corporate Group Health Insurance or any other benefits of the company once the resignation is accepted. During notice period, you will not be eligible for any leave accrual.

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56. Vuram may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.
57. Vuram retains the right to terminate your employment agreement If you do not report to work for more than 5 days, and if your leave of absence is not formally communicated. No experience or relieving letter will be provided in this case.
58. Participation in any company event or any training program sponsored by the company will be completely under company's discretion.
59. On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), physical company documents that you may have in your possession and any other company assets within your control
60. You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

General

61. Vuram trusts that you have not provided us with any false declarations of willfully suppressed material information.
62. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing services required under this agreement.
63. It is a condition of your employment that you sign this agreement at the time of joining Vuram and you must comply with the undertaking thereafter.
64. You will be required to learn the processes being followed at Vuram from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.
65. Your appointment and continuation in service is further subject to your fitness in health. In the event of your continuous illness for a period of 2 months or more, your services are liable to be terminated by giving one month's notice or one month's basic salary in lieu thereof. You are advised to maintain yourself in a state of medical/physical/mental fitness. This is in your own as well as Vuram's interests.
66. In case you are absent yourself from duty for 7 consecutive days or more or extend leaves at your own and without consent of management beyond originally granted leaves, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by Vuram and compensation, if any, will not be paid. You will also be liable to pay the notice period dues to Vuram. You will also ensure safe return of all the properties including confidential information under your possession failing which Vuram will initiate appropriate action for recovery.

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67. Any breach of conditions specified in this offer document shall have serious legal consequences including but not limited to termination of your employment, criminal action and claim for damages.
68. Any dispute, difference, controversy or claim ("Dispute") arising between the Parties out of or in relation to or in connection with this terms of Employment, of the breach, termination, effect, validity, interpretation or non-maintaining the secrete policy of Agreement or as to their rights, duties or liabilities there under, or as to any act, matter or thing arising out of, consequent to or in connection with this Agreement, shall be settled by the Parties by mutual negotiations and agreement. If, for any reason, the Parties cannot resolve such Dispute amicably, the same shall then be referred to and settled by way of arbitration proceedings by appointment of a sole Arbitrator by Vuram. The decision of the Arbitrator shall be final and binding upon the Parties. The venue of arbitration proceedings will be at Chennai. The language of the arbitration and the award shall be English.

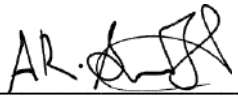
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours Sincerely
For Vuram Technology Solutions Pvt Ltd



Suresh Kumar C
Director – People & Operations, Vuram

I, Sanofer Fathima AR **agree to accept employment on the terms and conditions mentioned in the above letter.**

Date: 7.9.22 **Signature:** 

06/12/2022

Ref. No. 63MT/HR/OFR/1017/2022

Mr. SANTHOSH S
S/O: Sakthi Ganesan, Ward-21, Niretru Nilaiya street, uthamapalayam,
Gudalur, Tamil Nadu
India - 625525

Mr. SANTHOSH S,

Sub.: Offer Letter

We refer to the selection process recently undergone by you, we have pleasure of offering you traineeship in our company, in **ODIN** department at **Mumbai**, as **Trainee** in grade **G1**.

Your placement in Grade **G1** is based on your qualification, past experience, and our internal benchmarking system. You will be entitled for various company facilities & perks applicable in the grade as per the company policy.

For our records total **0.00 yrs.** has been considered as relevant out of a total **0.00 yrs**. experience based on details submitted by you. This relevant experience will be considered by us, for all future progression in the organization.

As agreed by you, you will be paid a stipend amount subject to deduction of applicable taxes. Furthermore, you will also be entitled for Insurance benefits as per your grade, if applicable. Your Total Indicative Remuneration is as per **annexure 'A'**.

The terms and conditions of traineeship will be as per **Annexure 'B'**.

You are requested to join the company not later than 06/02/2023.

This offer of traineeship is subject to your submission of below documents at the time of joining.

a. All mark sheets and passing certificates (X, XII, Graduation, Post-Graduation, Master's Degree etc.) are required to be submitted in originals, along with a photocopy. The originals will be returned after verification.
b. Copy of Aadhar card, PAN card is mandatory (Originals are required for verification).
c. Current Address proof (if different from Aadhar card).
d. Relieving letter/Resignation acceptance from previous organization.
e. Four formal passport size colour photographs with **WHITE** background (with tie compulsory for male)
f. Details of Saving Bank account with Branch, IFSC code.

All the documents mentioned above are required to be submitted in the original, along with a photocopy. The originals will be returned to you immediately after verification.

You may have to undergo a medical check-up with the medical practitioner nominated by us.

You shall also be required to sign an undertaking with the company for non-compete, non-disclosure etc. as per our policy and practice.

This offer is made in good faith, based on the information provided by you regarding your own profile, including

age, qualifications and past experience. Should any of the information provided by you proved to be incorrect at any stage, whether prior to or after your joining the organization, the offer will stand automatically cancelled without any benefits of the terms of employment or any compensation accruing to you. We also reserve the right to withdraw the offer if anything adverse about you comes to light either through independent verification or through reference checks, including that from your previous employer(s).

All disputes of whatsoever nature shall be subject to the jurisdiction of the Courts at Mumbai.

This offer of traineeship records all prior commitments given by us verbally or in writing, and is the sum total of our understanding with each other. We also take this opportunity to welcome you in our organization and look forward to a mutually rewarding association with you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment on the terms and conditions mentioned above.

For, 63 Moons

Mr. Vasu Patta
Assistant Vice President - Human Resources

I accept

_____
(Signature of Candidate)

Annexure 'A'

Name: SANTHOSH S
Designation: Trainee
Grade: G1 w.e.f. : 06/02/2023

Components of the Salary Package	Amount (p.a.)
Annual Stipend	538236
Sub Total (A)	**538236**
Other Benefits Costed @	
Insurance Premium	11764
Sub Total (B)	**11764**
Annual Stipend + Other Benefits	**₹ 550,000.00**

Note:

1. Insurance Coverage Details:-	Sum Assured
Term Life Policy	500000
Accident Policy	750000
Mediclaim Policy (For self, spouse & two children)	200000
Critical Illness Policy	200000

2. Any revision of allowance and/or perquisites, will not apply unless specifically notified in writing.

3. Compensation will be subject to TDS as per applicable Tax Laws.

4. You will be governed by the company's service conditions/policies/processes as may be in force from time to time.

Mr. Vasu Patta
Assistant Vice President - Human Resources

_____
(Signature of Candidate)

Annexure 'B'

1. **Place of training**
   Your initial place of training will be at our **63MT** Office. However, during the course of training, you are liable to be placed for service at our discretion at any of the Company's establishments / departments / divisions anywhere in India as also the associate Companies and subsidiary Companies at the sole discretion of the management.

2. **Trainee**
   You will be placed as trainee for a period of One year from your date of joining after which you will be considered for regular appointment subject to availability of vacancies and successful completion of your training. In case you are selected for regular appointment you undertake to serve the Company for a period of one year from the date of your appointment as a regular employee. You shall be required to sign an undertaking with the company to this effect at the time of joining duties as per our policy and practice. Your trainee period will be deemed to have been extended until such time as you receive your letter of regular appointment or your training arrangement is terminated in writing.

3. **No simultaneous employment**
   While associated with the organization, as a trainee, you shall not be permitted to be employed with any other organization or person in any capacity whatsoever. You are also forbidden from any form of association, including employment or consultation, with any company that is a direct competitor or is in the same/similar line of business as **63 Moons** or its subsidiaries or associates, while being a trainee in the Company /or for a period of one year after separation from the company.

4. **Training / Career enrichment**
   The company may provide various other training programmes for your career enrichment during your stay with the company. If you leave the company within two year of completion of any such training provided to you, you will be liable to recompense.

5. **Termination**
   Company shall have sole right of terminating the employment by giving the other party one month notice in writing .The Company however, in case the exigencies of work so require, may refuse to accept salary or in lieu of notice or instead require you to serve the notice period. Notwithstanding the above, the company shall have the right of terminating your employment under the following circumstances.

   a) Forthwith, in the event of any misconduct on your part or any breach of terms of your employment with the Company.

   Or

   b) At any time by paying salary in lieu of the deficient notice period, without assigning any reason, at the discretion of Management. In the event, you resign from your duties for any reason whatsoever in nature, we shall not be issuing the relieving letter.

6. **Leave**

   You will be entitled for leaves as per company policy

7. **Discipline**
   You will be governed by the Company's rules and regulations that may be in force at the time of your appointment and also by such rules & regulations as may be in force from time to time.

8. **Postal Address**

You will keep the Company informed of your postal address for communication including changes that may occur during the period of your employment with the Company.

You shall be governed by the policies of the Company in force from time to time.

With Regards,

For, 63 Moons

Mr. Vasu Patta
Assistant Vice President - Human Resources

I accept the above terms and conditions

_____
(Signature of Candidate)

Annexure 'C'

Kindly ensure you have the proper IT systems and infrastructure to perform your job duties from a remote location. The guidelines that you are required to follow are mentioned below.

Section 1: Mandatory Guidelines

1. **IT Systems and Technology**
   a. It is expected that you arrange for reliable and stable IT facilities at your remote place of work (home).
   b. These include PC / Laptop, Broadband Internet connection, Inverter / UPS for power backup that is appropriate to power reliability in your area of residence, etc.

2. **System Configuration**
   a. Intel Core i3 & above with a minimum 8 GB memory is recommended for better performance.
   b. Kindly ensure Operating System (OS) with Windows 10 / iMac 13.X and above is installed.
   c. It is recommended that the PC / Laptop has a licensed copy of the OS that is regularly updated with latest patches.

3. **Bandwidth connectivity**
   a. You are expected to use a stable broadband Internet connection that provides with a consistent speed of minimum 15Mbps. (If there are multiple users at home then its is advisable to procure broadband speed of 40/50 Mbps & above)
   b. Test your internet speed frequently using https://fast.com from your home PC / Laptop. It is also expected that a backup connection is available, if reliability is an issue.
   c. A wired connection (i.e. Ethernet cable) of RJ 45 is recommended over Wi-Fi, if possible.
   d. Try to keep your home PC / Laptop near to Wi-Fi router for better Wi-Fi connectivity.
   e. If you are using Mobile / Wi-Fi Dongle Hotspot, sitting near to window would give better cellular connectivity.
   f. Incase of Wi-Fi connectivity issue, always use 4G Internet connection while using mobile hotspot for better internet speed.

4. **Home Office Space:**
   a. The employee should, as far as possible, make available a suitable space in their home, which allows for undisturbed working. We understand that completely isolated working space may not be possible in all cases. Hence employees are expected to use their discretion to try and arrange whatever best they can to create a good working environment.

   b. Maintain decorum during meetings/calls. Be in appropriate clothes during video conferencing meetings. (refer to Do's and Dont's of Video calls mentioned in the later section of the document)
   c. While we understand that working from home cannot always be a completely isolated environment with children and other family members sharing space with you, the employees are expected to do whatever is feasible to ensure they maintain balance.
   d. Family members sharing Internet connection during office hours can reduce the connection speed. Please

ensure adequate bandwidth is available for remote work after considering the needs of your family (school / college virtual classrooms & entertainment needs etc). Ensure you subscribe for appropriate broadband bandwidth plan after considering all the above needs. It is also recommended that bandwidth hungry applications like online movies, video streaming services Netflix, Prime, YouTube etc. are best avoided during office hours on a shared Internet connection / Wi-Fi.

5. **Security and Access controls:**
   a. A remote access is provided via VPN which is protected by encryption and security protocols, which keeps the data private and secure.
   b. Remote-access is controlled by role-based access control (RBAC).
   c. Ensure your Login Password to the 63 moons domain is not shared with anyone.
   d. Ensure that remote-access software is updated, Windows patches and licensed antivirus is updated on your device.
   e. Keep strong password for your device from where you access WFH and keep changing periodically.
   f. Always lock your home PC / Laptop screen when not in use to secure data. Session will get terminated automatically if remain ideal considering security aspects.
   g. PC / Laptop to have a screensaver with password.
   h. Data transfer (Print/Copy/Paste) between home device to office PC is blocked in both directions and violation will be viewed seriously and may entail strict disciplinary action.
   i. Please avoid downloading suspicious, unauthorized or illegal software at your home device while WFH.
   j. Employees to maintain complete data confidentiality while WFH and no information shall be shared to anyone.
   k. Never use public Wi-Fi for WFH access, also reset default password of your home Wi-Fi and change periodically.
   l. Restart your PC / Laptop at start of everyday session and keep minimum local programs running when accessing the corporate network.
   m. Do not send any confidential data of the organisation or clients through personal email.

6. **Compliance:**
   a. While working remotely, employees will remain subject to all confidentiality clauses contained within their contract of employment.
   b. WFH will be governed by the IT & other Company Policies and any violation to the mentioned terms shall be presented to the Management for appropriate action and could result in disciplinary action

Section 2: Non-Mandatory Guidelines

7. **You can boost your Wi-Fi coverage by adhering to following tips:**
   a. **Select a good place for your router**
   Not all places are equally suitable for your router. To start with, you want to avoid placing your router close to metal objects and appliances that emit electromagnetic waves. Metal is the top disrupter of a Wi-Fi signal, and its presence close to a Wi-Fi router can easily create a large dead zone.

   b. **Keep your router updated**

There is a growing number of large-scale malware attacks that are costing businesses and individuals alike billions every year. Many of these attacks wouldn't be possible if all routers were kept updated. Once a malware infects a router, it can steal bandwidth and spread itself across the network to other devices. But even without a presence of a dangerous malware, routers with old firmware perform worse than routers that are properly updated.

c. **Cut Off Wi-Fi Leeches**

An encrypted, password-protected Wi-Fi is a must in this day and age. With more people than ever relying on Wi-Fi, the hunger for open, fast Wi-Fi networks is real. You should encrypt your Wi-Fi and protect it with a strong password that can't be easily guessed.

d. **Buy a Wi-Fi Repeater/ Booster/ Extender**

- Even though they are referred to by many names, Wi-Fi boosters, repeaters, and extenders are basically the same thing. Wi-Fi repeaters are relatively simple devices that take an existing signal from your Wi-Fi router and rebroadcast it as a new network. This new network is just an extension of your main network, and all data that go through it also go through the main network.
- Wi-Fi boosters and extenders are very similar, but they also amplify the existing signal before rebroadcasting it to create a second network. Because Wi-Fi boosters typically have greater range than Wi-Fi repeaters, they make sense in situations where the original signal is very weak.

e. **Don't Forget to Reboot**

The timeless IT advice, "If it doesn't work, try switching it on and off", also applies to Wi-Fi routers. A simple reboot is often enough to considerably improve your Wi-Fi speeds. A reboot clears the router's memory and allows updates to install.

f. **Measure Wired Internet Performance**

- If you've tried the above-described tips for improving wireless internet performance without any success, then it's time to shift your focus from your Wi-Fi and measure wired internet performance. To do that, you need an Ethernet cable and a laptop or desktop computer with an Ethernet port.
- We recommend you repeat the wired internet performance test several times, preferably at different times of the day. Once you're certain that your internet service provider is to blame, send them the results of your tests and ask them to fix the problem. If they fail to do so, then it's probably time to switch to a different internet service provider because even the best tips on how to increase Wi-Fi Signal won't help you.

g. **Purchase a Better Internet Plan**

It's easy to underestimate just how many devices these days connect to the internet via Wi-Fi. From computers and mobile phones to various smart home products and appliances, these Wi-Fi connected devices consume a substantial amount of bandwidth, and not all internet plans can provide it. If you've been paying for the same internet plan for the last 10 years, then you should look at what other options are available and considering upgrading. You might even be able to save some money since the prices of fast internet plans have gone down substantially since the early days of broadband internet.

1. **Do's and Dont's of Video Call:**

   a. **SET UP YOUR SPACE**

   Try to create a private place with an essential infrastructure such as appropriate furniture, less disturbance, better connectivity. Find a private place to take the call. If not, use headphones to minimize background noise. If you have roommates, partners, or family members who are also working from home (or just stuck at home), let them know beforehand that you'll be in a meeting to minimize interruptions.

   Set up your device or camera so that it has a clear, unobstructed view of you. Don't sit too far from (or too close to) the camera. If you're using a separate camera, place it near your screen — it's best to put the camera at eye level, so that when you're looking at the screen, it appears as if you're looking at the person you're talking to.

   Make sure your face is well lit. Natural lighting and side lighting work best, but overhead lights will work well, too. Backlighting can often make it hard to see; if you can't change the backlighting, try to put another light in front and to the side of your face.

   Clean up the area around you. Open up the camera on your laptop or switch on your external camera and see what's visible in the background before the call, and check that you're comfortable showing that on a video call. You might also want to set up a virtual background, if you don't have time to tidy up your space

   b. **CHECK YOUR APPEARANCE**

   One of the best parts about working from home is getting to wear casual clothes all day, but that may not be the right move for a video call. Dress how you would for an in-person meeting, and make sure to follow your workplace's dress code. You don't need to do anything extra but it's a good idea to present a reasonably good appearance.

   c. **STARTING THE CALL**

   It's a good idea to test your video conferencing software before the call, especially if you've never used it before. Also, make sure you have a strong Wi-Fi connection and that your device is either plugged in or fully charged.

   Give yourself a few extra minutes before the call to set up and if possible, log onto the call a little early, especially if you're unfamiliar with the software that your host is using. Once the call has started, check to see if everyone can hear and see each other. A good way to do this is by having everyone either check in or introduce themselves.

   d. **KNOW WHEN TO TURN OFF YOUR AUDIO AND VIDEO**

   Mute your side of the call if you're not speaking. Your microphone can pick up a lot of background noise, so muting allows others on the call to easily hear who's speaking. Also, if you need to get up or move around or do something else during the call (or if your family members suddenly make an appearance), it's

a good idea to switch off your video to avoid causing any distractions.

e. **SIGNAL WHEN YOU WANT TO TALK**

During in-person meetings, you can pick up on visual cues to help find the right time to speak. It's a lot easier to accidentally interrupt on a video call. Wait for a few moments of silence before speaking up in case there's a sound delay.
If your company or team is going to have regular online meetings, it's a good idea to decide on a system for asking questions, such as raising your hand or using chat to ask a question. If you're running the meeting, it's also helpful to call on people by name.
Speak clearly and watch how fast you speak (and don't forget to unmute yourself!). But speak at your normal volume — there's no need to shout, and if you do, your co-workers may lower their volume and then miss something else.

f. **STAY FOCUSED, AVOID MULTITASKING**

Be attentive and engaged during the call. Whether your video is enabled or not, don't play on your phone. Don't check and write emails while you're in a sync. Try to look into the camera when you talk. If you look at yourself or others on your screen, it may look like you're looking at something else. When you're not talking, make sure you're paying attention to whoever's speaking or sharing their screen and that you're looking at any materials you may need to reference. (Again, others can see where you're looking.)

If there's a pause in the conversation because, for instance, you need to pull up an email or reference a document, make sure to communicate that. Delays or long stretches of silence might make it seem like you've lost connection, so this just keeps everyone on the same page.

Keep in mind that you're more visible on video calls than in offline meetings, since you get to see close-ups of everyone's face individually instead of a whole group of people at once. It's often helpful to keep your own face visible on-screen, just as a reminder that you're on camera, and so you can see what others are seeing.

g. **SHARING YOUR SCREEN**

If you do need to share your screen during a video call, take a few seconds to prepare before you hit that share button. Clear your desktop of any extra tabs or programs you may have open and make sure any private or sensitive information is hidden.

2. **Pros and cons of Dongles for your quick reference:**

a. **Pros**

The introduction of 5G mobile broadband means a dongle is now a serious alternative to fixed line home broadband. This will depend on the coverage of 5G which, unfortunately, has been delayed due to the coronavirus pandemic.

- Mobile broadband is quick and easy to set up and doesn't require an engineer appointment
- USB dongles give you greater flexibility, allowing you to access the internet when away from home or the office
- Developments in mobile broadband technology have seen mobile dongles become smaller, sleeker

and faster in recent years

- Mobile broadband dongles run on the battery of your computer or laptop, meaning you don't need an additional charger for them

b. **Cons**

- 4G is still the most common type of mobile broadband connection but it has comparatively slower speeds than most normal broadband packages. This would make it difficult to do high-data activities like running certain applications or streaming media.
- Coverage is dependent on the mobile phone reception in your area, so the mobile blackspots that have you cursing your provider might also affect your mobile broadband connection
- Unlike home broadband connections, mobile broadband usually has monthly data limits
- Overseas charges have come down, but it's still not cheap to use a dongle abroad

3. **Need of an UPS (Uninterruptible Power Supply):**

An uninterruptible power supply (UPS) is used to protect critical loads from utility-supplied power problems, including spikes, brownouts, fluctuations and power outages, all using a dedicated battery. There are three basic functions that it essentially performs:

- avoids damage to hardware caused by overcurrents and voltage spikes. Many UPS models also continuously regulate the input power.
- avoids data loss and damage. In fact, without a UPS, data stored on devices subject to sudden shutdowns can be corrupted or completely lost. If a power management software is also used, the UPS allows and facilitates the controlled shutdown of the system.
- ensures the availability of networks and other applications while avoiding downtime. When used in conjunction with power generators, ensure that they have enough time to ignite in the event of a power failure.

A UPS provides battery backup power and protection for electronic devices, including:

- Wireless networking equipment (routers, modems)
- Computers
- Televisions
- Security systems
- Gaming consoles

Mobile devices

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trictly Private & Confidential

Sasi Kanth P

January 23, 2023

Dear **Sasi Kanth,**

Internship Letter ("Agreement")

We are pleased to offer you a position as a Student Intern with **IT Department** of BNP Paribas India Solutions Pvt. Ltd ("**BNPP**") in India on the terms and conditions set out in this Agreement.

For the purposes of this Agreement, an "**affiliate**" shall include any subsidiary or holding company of BNP Paribas.

1. Period of Internship

The term of your internship will be for a period of **5 Months**, commencing on **January 27, 2023** and ending on **June 27, 2023**. For the avoidance of doubt, the terms and conditions of internship set out herein will be effective from the date you commence your internship with BNPP.

2. Internship Allowance

2.1 You will receive an internship allowance of **INR 50,000** (less applicable deductions) per calendar month (pro-rated for any incomplete month of internship). You acknowledge and agree that you will not receive any other benefit (in cash or in kind) from BNPP.

2.2 You may be permitted, at the discretion of BNPP, to be absent from your internship for urgent personal reasons for a period not exceeding 10 working days, and no deduction from your internship allowance will be made provided you have obtained prior written permission from BNPP for such absence. For the avoidance of doubt, deduction from your internship allowance will be made in respect of any unauthorized absence.

3. Place of Internship

Your place of internship will be at our offices in **Chennai** or such other location(s) within India as BNPP may require from time to time. During the course of your internship with BNPP, you may be assigned to any current or future divisions or departments of BNPP or its affiliates. You may also be required to travel within India or overseas as BNPP may request from time to time.

4. Hours of Internship

4.1 Your core internship hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday (including half an hour lunch break). Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). BNPP reserves the right to adjust the internship hours at its discretion.

4.2 From time to time you may be required to perform your internship duties outside the abovementioned core hours in order to meet our business needs and your individual objectives. You acknowledge and agree that you will not receive additional payment for any internship duties you perform outside of the abovementioned core hours.

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5. Confidentiality Obligations

5.1 At any time during your internship with BNPP and after termination of your internship with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

5.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your internship.

5.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your internship, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your internship shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

6. Restrictions on Intern

6.1 During your internship with BNPP and for a period of 6 months after the termination of your internship with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your internship with BNPP during the period of 12 months immediately preceding the date of termination of your internship, or have any business dealings with any such clients, customers, suppliers or agents.

6.2 You agree that the restrictions contained in clause 6.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

6.3 The restrictions set out in clause 6 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

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7. Termination

7.1 BNPP may terminate this Agreement by giving 15 days' prior written notice or payment in lieu of 15 days' notice to you.

7.2 You may terminate this Agreement by giving 15 days' prior written notice to BNPP. In the event of your resignation, BNPP may terminate your internship immediately by making a payment in lieu of the remaining notice period.

7.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws.

8. Other Conditions

8.1 You acknowledge and agree that during your internship with BNPP:

(a) You must not (save with the prior written consent of BNPP) directly or indirectly, and whether on your own behalf or in conjunction with or on behalf of any other person, be employed, engaged, concerned or interested in any other business or occupation, whether within India or elsewhere; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

8.2 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

8.3 BNPP reserves the right to vary any terms and conditions of your internship from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other applicable policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion, and BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines.

9. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your internship, for the purpose of BNPP's administration and management of its staff and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's Privacy Policy Statement & Personal Information Collection Statement for further details relating to data privacy.

10. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

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11. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

12. Governing Law and Jurisdiction

This Agreement and all aspects of your internship shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and you shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 3.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory references about you from your college;
- You successfully complete background checks to the satisfaction of BNPP. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You will not be in breach of any contractual obligation from any other persons and are available to commence internship with BNPP on or before the commencement date mentioned in clause 1; and
- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd

Agalya NANDAKUMAR
Vice President - Human Resources

Waheedha CADER
Manager - Human Resources

I have read and agree to the terms and conditions above.

Dated this 27th day of JANUARY 2023.

.....
Sasi Kanth P

vuram
Services, Redefined.

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

September 5, 2022

Dear Sathishkumar,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a "**Associate Technical Consultant**". We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

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

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

Warm Regards,

Suresh Kumar C
Director - People & Operations, Vuram

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Offer Details

Appointment & Compensation

1. Your employment start date will be **will be informed shortly.**
2. You will be on training and probation for the first six full calendar months of your employment.
3. During this period, you will earn a total of Rs. 21,900/month. This amount will be credited to your bank account on the last working day of the month.
4. Your salary breakdown during your probation period will be as follows:

Category	Monthly Pay(INR)
Basic	11,700.00
House Rent Allowance	5,850.00
Commutation Allowance	1,600.00
Medical Allowance	1,250.00
Internet Allowance	1,000.00
Fitness Allowance	500.00
Gross Salary #	***21,900.00***
Employer PF Contribution	1,800.00
Total	***23,700.00***

Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

5. Your compensation will be pro-rated for any partial months worked
6. During your probation period, you will be eligible for insurance and PF benefits as per company policy.
7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

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CIN U72900TN2010PTC077255

9. Upon confirmation, your salary will be as per the table below.

Category	Monthly (INR)	Annually (INR)
Basic	17,600.00	2,11,200.00
House Rent Allowance	8,800.00	1,05,600.00
Commutation Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Internet Allowance	1,000.00	12,000.00
Fitness Allowance	500.00	6,000.00
Other Allowance	250.00	3,000.00
Gross Pay	**31,000.00**	**3,72,000.00**
Employer Provident Fund	1,800.00	21,600.00
Bonus Potential		37,200.00
Gratuity		10,154.00
Insurance Cover		15,840.00
Total		**4,56,794.00**

a. **Employer Provident Fund**
Employer PF contributions will be automatically credited to your PF and other related accounts, details of which will be shared with you within 2 months of your employment commencement.

b. **Bonus**
Bonus Potential will be paid in the month of December every year. Actual Bonus Potential payout will be determined based on Individual Performance and prorated to the number of full months worked in the current calendar year. Probation period will be excluded in computing number full months worked.
Bonus is paid based on your joining date.
You are eligible for a bonus during the current calendar year only if your joining date is on or before 21st October. If you join Vuram after this date, you will be eligible for a bonus starting from the subsequent year.

c. **Gratuity**
Gratuity will be credited to a company escrow account. Gratuity payments are realized only upon employment termination post serving a minimum term of 5 continuous years.

d. **Insurance**
Insurance is calculated as the premium for self and 2 dependents (parents, spouse, kids) for a cover of Rs. 2,00,000 per insured. The Insurance cover provided by Vuram can be used for up to 5 dependents. The amount quoted in the salary breakdown is an indicative premium Vuram pays for self and 2 dependents in the age group of 40-50. The actual premium paid by Vuram could vary based on additional parameters.

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You will be eligible for the group health insurance policy after completion of 3 months from your date of employment.

Your total annual Cost to Company (CTC) is Rs. Four Lakhs Fifty-Six Thousand Seven Hundred and Ninety-Four Indian Rupees (Rs. 4,56,794.00)

10. Professional Tax, Income Tax and Employee PF contribution as applicable for your earnings will be deducted from your monthly salary. Your salary will be subject to all taxes as per the tax laws of India and other statutory fees.
11. **Salary Revision**
    The salary revision happens yearly during the month of January. The first revision cycle varies based on the joining date.
    If your employment date is on or before 31st July 2023, you will be eligible for a salary revision in the month of January 2024. In case your date of employment falls on or after 1st August 2023, your salary revision will happen only in the month of January 2025.
12. Changes in your compensation are discretionary and will be subject to and based on effective performance and results during the period and other relevant criteria.
13. Your training location and job location will be at any of the Vuram-India offices. You might be required to work from the various offices from time to time.
14. There might be an occasional need to work during business days and hours of the customer.
15. This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
16. This offer is valid till **15th of September 2022**, If you do not confirm the acceptance within this period, Vuram has right to withdraw the offer.
17. You will be entitled to leave, holidays and working hours as applicable to your category of employees, the project you are working on and the location of your posting.
18. Irrespective of your work location you can avail a total of 15 days off in a calendar year. For partial years worked, your vacation days will be proportionately adjusted.
19. At the time of joining Vuram, please bring with you the following documents:
    a. Copy of signed Vuram offer letter
    b. Copy of 10th & 12th mark sheets
    c. Copy of Degree certificates
    d. Copy of your passport.
    e. Copy of your PAN Card.
    f. Copy of your Aadhar Card
    g. Copy of Bank passbook first page or cancelled cheque leaf.
    h. Copy of previous companies offer letter, relieving letter and last 3months payslips.
    i. Medical fitness certificate
    j. Passport Size Photograph

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20. Your offer is contingent on you producing all the above documents. Vuram reserves the right to revoke this offer if you do not meet this academic requirement or if any of the information you have furnished leading to your selection is found to be misrepresented.

Other Benefits

21. Vuram aims to provide an excellent workplace for its workforce that is comfortable, enriching, and fun. There are several events organized by Vuram throughout the year that you can opt-in.
22. You will be entitled to the complimentary snack and beverage facilities in the premises.
23. You will be entitled to avail free transportation provided by Vuram for a pick-up and drop-off at a predetermined spot (Available only at Trichy office).
24. You will be entitled to avail a one-time reimbursement of up to Rs. 1250/- towards purchase of a data card of your choice within three months from the date of joining.
25. Under Vuram Works initiative, You will be entitled to avail a one time reimbursement of Rs. 10000/- towards work-from-home set up support which will be paid as an expense reimbursement after 2 months of expenses submission.

Responsibilities

26. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.
27. You are not to engage in any activity that has or will have an adverse impact on the reputation/image and business of Vuram, whether directly or indirectly.
28. You will be required to undertake travel on Vuram's work for which you will be reimbursed travel expenses as per the policy applicable to you.
29. You will always be required to abide by Vuram's policies. These policies may be updated from time to time and you will be required to comply with these updates as well. Any such change in policy will be communicated to you.
30. You are expected to perform your duties in an ethical and integral way. Non-compliance with Vuram's policies and any unethical behavior could result in termination.
31. In connection with and during the course of your employment, you shall disclose all the development developed or conceived by you solely or jointly with others and assign to Vuram as its exclusive property, which becomes an intellectual property of Vuram.

Conflicts of Interest

32. You are required to engage yourself exclusively in the work assigned by Vuram and shall not take up any independent or individual assignments (part time, full time or in advisory capacity) directly or indirectly without the written consent of your manager.
33. You shall not be involved, directly or indirectly or have any interest in or perform any services for any person or organization that are involved in activities, which shall be in conflict with interests of Vuram
34. You shall not subcontract your work out to any individual or organization or provide access to your system or disclose any information you are presented with at Vuram to any organization, group or individual who may or may not have a conflict of interest with Vuram

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35. You are not to solicit, induce or encourage
    a. Any employee of Vuram to terminate their employment with Vuram or to accept employment with any competitor, supplier or any customer with whom you have a connection
    b. Any customer or vendor of Vuram to move his existing business with Vuram to a third party or to terminate his business relationship with Vuram
    c. Any existing employee to become associated with or perform services of any type for any third party.
36. In the event of your separation from Vuram , either initiated by you or by Vuram, You shall not recruit/ refer for employment any employee working in Vuram for a period of 12 months commencing from the last day of your employment with us. Any violations of this covenant will lead to legal consequences as provided in this agreement.

Non-compete

37. You shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of Vuram nor engage in any activity that conflicts with your obligations to Vuram;
38. **Solicit Business:** You shall not solicit, endeavour to solicit, influence or attempt to influence any client, customer or other Person directly or indirectly to purchase Vuram's product and/or services to himself or any Person in competition with the business of Vuram;
39. **Solicit Personnel:** You shall not solicit or attempt to influence any person employed or engaged by Vuram (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with Vuram or to become the Founder of or directly or indirectly offer services in any form or manner, during or after your Term of this contract, any Person who is a competitor of Vuram;
40. Vuram acknowledges and agrees that the above restrictions are considered reasonable for the legitimate protection of Vuram's business and its goodwill but in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Article valid and enforceable. Notwithstanding the limitation of this provision by any law for the time being in force, the parties undertake to, at all times, observe and be bound by the spirit of this Article. Provided however, that on the revocation, removal or diminution of the law or provisions, as the case may be, by virtue of which the restrictions contained in this Article were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the law or provisions revoked.
41. You acknowledge and agree that the covenants and obligations with respect to non-compete and non-solicitation as set forth above relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause

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irreparable injury to Vuram. Therefore, you agree that Vuram shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations contained in this Article. These injunctive remedies are cumulative and are in addition to any other rights and remedies that Vuram may have at law or in equity.

42. You shall not take up as a consultant or enter into any arrangement with any other company/ Person/ firm or association engaged in any of Vuram's competing Service for a period of eighteen months from the date of leaving Vuram for any reasons. The expression "Competing Service" is understood as "any involvement with the type of products, processes or services which you have during the term of this contract with Vuram (a) worked on; or (b) acquired or had access to (c) been trained to do.

Confidentiality

43. **Your Salary information is confidential and should not be discussed, disclosed, shared with anyone other than the authorized finance representative of Vuram or with the Chief Executive Officer. Breaching this clause of your agreement, will lead to immediate termination of your employment.**
44. You will be privy to information pertaining to Vuram and Vuram's Client's business from time to time as an employee. You will maintain as confidential, all such information that you gain while in employment. To communicate this understanding in more formal and legal terms, you will be required to sign the Vuram's Non - Disclosure Agreement on your joining date.

Intellectual Property

45. If you create any work in which any copyright, design right or similar rights may exist during your employment (including any work created during any time spent by you on Vuram's business outside your normal working hours and which relates to that business), those rights shall belong to Vuram. You shall not be permitted to share such intellectual property in physical or digital format outside Vuram.
46. If you make any invention, whether patentable or not, which relates to or is capable of being used in any business activity of Vuram in which you have been actively involved at any time during the period of two years before making such invention, you must disclose it to Vuram immediately, and the ownership of the invention shall be determined in accordance with Section 39.9 of the Patents Act 1977.

Social Media Postings

47. Due to the sensitive and exclusive nature of most events, as well as corporate confidentiality and securities regulations, it is the policy of Vuram to prohibit anyone from taking pictures, posting or making public comment on or about any of company's executive committee members, employees, attendees, partners, speakers, etc. - as well as its brand assets, product knowledge, proprietary content and other such protected confidential information. Posting of all visual content (images or video) displaying or depicting corporate branding (logos, etc) are prohibited. These elements and others are the copy-protected

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property of Vuram clients acquired spending a great deal of resources promoting and marketing. There are strict guidelines governing the proper use of their branding elements and publishing of such photos will violate the undertaking given to the customers, which will result in claim for damages. You should ensure that none of the Logos are present in any of your personal social media postings. Violation of this clause will have serious legal consequences including termination of employment, criminal action and claim for financial damages.

48. During my employment with Vuram, before posting in any social media any testimonials, interviews, University connects or in any other such postings mentioning any of the Vuram processes or the like will take prior approval from People and Operations team before such postings.
49. As a Vuram employee if volunteering for / participating in any of the Vuram initiatives including creation/posting of videos, blogs, testimonials, etc. I hereby give my consent to Vuram to use such creations for both internally and externally for promotions, branding and awareness.
50. Not accept any financial or other advantage from any person as an inducement or reward for any act or forbearance or in connection with any matter or business transacted by or on behalf of Vuram. I also undertake to disclose to the company any personal appreciation gifts voluntarily provided by any external connects of the company if the commercial value exceeds INR 2,000.

Termination & Notice Period

51. Vuram retains the right to terminate your employment agreement for any violation of the terms and conditions in this agreement, any misdemeanor or any act on your part that adversely affects Vuram's customers, its employees or its affiliates.
52. If you decide to leave Vuram at any point of time, you are required to serve a minimum notice period of three (3) full months. Vuram retains the right to request work beyond the 3-months' notice period as may be the case.
53. Your performance during the notice period is expected to be at the satisfactory level. If performance is found wanting and the same will be communicated to you. In that event Vuram retains the right to terminate your employment earlier due to unsatisfactory performance during your notice period. In this case you will be required to pay the full three months' salary. Upon payment you will be provided the relieving and experience documents.
54. In the event of not completing your entire notice as mentioned in your offer, you will be required to pay for the entire notice period. You would be provided the relieving and experience documents only upon completion of your entire notice period or upon paying for the notice period.
55. You will not be eligible for any revision, bonus, Corporate Group Health Insurance or any other benefits of the company once the resignation is accepted. During notice period, you will not be eligible for any leave accrual.

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56. Vuram may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.
57. Vuram retains the right to terminate your employment agreement If you do not report to work for more than 5 days, and if your leave of absence is not formally communicated. No experience or relieving letter will be provided in this case.
58. Participation in any company event or any training program sponsored by the company will be completely under company's discretion.
59. On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), physical company documents that you may have in your possession and any other company assets within your control
60. You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

General

61. Vuram trusts that you have not provided us with any false declarations of willfully suppressed material information.
62. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing services required under this agreement.
63. It is a condition of your employment that you sign this agreement at the time of joining Vuram and you must comply with the undertaking thereafter.
64. You will be required to learn the processes being followed at Vuram from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.
65. Your appointment and continuation in service is further subject to your fitness in health. In the event of your continuous illness for a period of 2 months or more, your services are liable to be terminated by giving one month's notice or one month's basic salary in lieu thereof. You are advised to maintain yourself in a state of medical/physical/mental fitness. This is in your own as well as Vuram's interests.
66. In case you are absent yourself from duty for 7 consecutive days or more or extend leaves at your own and without consent of management beyond originally granted leaves, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by Vuram and compensation, if any, will not be paid. You will also be liable to pay the notice period dues to Vuram. You will also ensure safe return of all the properties including confidential information under your possession failing which Vuram will initiate appropriate action for recovery.

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67. Any breach of conditions specified in this offer document shall have serious legal consequences including but not limited to termination of your employment, criminal action and claim for damages.
68. Any dispute, difference, controversy or claim ("Dispute") arising between the Parties out of or in relation to or in connection with this terms of Employment, of the breach, termination, effect, validity, interpretation or non-maintaining the secrete policy of Agreement or as to their rights, duties or liabilities there under, or as to any act, matter or thing arising out of, consequent to or in connection with this Agreement, shall be settled by the Parties by mutual negotiations and agreement. If, for any reason, the Parties cannot resolve such Dispute amicably, the same shall then be referred to and settled by way of arbitration proceedings by appointment of a sole Arbitrator by Vuram. The decision of the Arbitrator shall be final and binding upon the Parties. The venue of arbitration proceedings will be at Chennai. The language of the arbitration and the award shall be English.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours Sincerely
For Vuram Technology Solutions Pvt Ltd

Suresh Kumar C
Director - People & Operations, Vuram

I, Sathishkumar agree to accept employment on the terms and conditions mentioned in the above letter.

Date: 07/09/2022 Signature: V. Sathishkumar

Thursday, 14th July, 2022

JOB OFFER LETTER

Sentil Kumaran J L
No.1/180 11th Cross,Vasan City,
Somarasempettai,Trichy - 620 102.

Dear Sentil Kumaran,

With reference to the discussions we had with you, we are pleased to offer you the job offer with the role of "Developer - Trainee" in Mallow Technologies Private Limited.

Your Annual CTC will be **INR.4,20,000/-**. The detailed pay structure is presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of the employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer is valid provided you complete our training and your degree course in this academic year 2022-2023.
- The notice period for both the company and you is 65 working days.

We look forward to your joining with us. If you have any clarifications or questions, please feel free to contact us. Kindly let us know your acceptance of the offer by replying to the email on or before **Saturday, 16th July 2022**.

Annexure A

SALARY DISTRIBUTION

Name **: Sentil Kumaran J L**

Designation **: Developer - Trainee**

Particulars	Monthly (Rs.)	Annual (Rs.)
Basic	9,774	1,17,288
House Rent Allowance	3,910	46,920
Mobile/Internet Reimbursement*	1,000	12,000
Special allowance	17,896	2,14,752
RETIRALS		
Company's Contribution of PF	1,800	21,600
Gratuity		5,640
Health Insurance		1,800
Total CTC	**34,380**	**4,20,000**

** Receipts are required to claim tax benefits.*

Retirement Benefits:

Provident Fund

You are covered under the Employee Provident Fund from your date of joining the organisation as an employee. Under this scheme, the company will contribute an amount per month as employer contribution as per the provisions of the said Act. An equal amount will be deducted from your salary as your contribution towards the fund.

Gratuity

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

Health Insurance:

After completing the probation period at our company, You and your family(Spouse/Children) will be eligible for the Employee's Group Health insurance scheme (ICICI Lombard) for a sum insured of ₹ 3 Lakhs per annum.

Annexure B

The terms and conditions for your Training/Project internship are listed below:

1. Candidate's have to arrange their own and good working condition laptop during the training period. However during project internship, Laptop will be provided by company.

2. There will be 3 months training period followed by the project internship based on your availability. During the training period, you will be provided with assignments that has to be done and submitted by you. These assignments will help you develop a solid understanding of the platform fundamentals you will be working on in the future. With the support of a well-defined process, curated materials, and professional advice, you can accomplish the assignments and tasks.

3. The working model will be hybrid during the training period. You will have the weekly assessment during the training period. Based on your performance, you may be informed to come to the office regularly.

4. Upon completion of training, an interview will be scheduled to evaluate the skills that you have learned in your training period. Clearing that interview will be considered as successful completion of the training.

5. If you cannot complete the training successfully, you may be given another chance by extending your training period for genuine reasons.

6. On successfully completing the training, you will be absorbed as a project intern or Developer-Trainee based on your academic completion.

7. During the project internship, candidates should come to the office regularly, and as said above, the company will provide laptop.

8. During Project Internship, you will be provided with a stipend of INR.15,000/Month based on the number of days available for the work. But there won't be any stipend provided to candidates during training. Candidates should cover all their expenses, including travel, food and accommodation during training period.

9. We do not provide projects for individual students(final year). However, the students can generate a report or document about their training/project internship in our company to be submitted as their final report.

10. The working days are from Monday to Saturday and the working hours are from 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. The first Saturday of every month will be a Holiday during your training/project internship period.

11. You will be allowed a leave of 1 day per month – including sick leave and personal leave during training and project internship.

12. Your performance in the training and project internship will also be taken into account in deciding your ability and further decisions.

The terms and conditions for your appointment are listed below:

1. Once appointed as an employee, you will be under probation, and upon successful completion of six months of probation your employment will be evaluated.

2. The working days are from Monday to Saturday during your probation period. The first Saturday of every month will be a Holiday during your probation period.

3. After successfully completing the probation period, working days are from Monday to Friday.

4. The list of holidays for every calendar year will be provided before the start of the year.

5. Our usual performance cycle will be in April, and you will be considered for salary revision after completing one year as employee with us.

6. The employees should put their best effort during business hours for the betterment of the Company. The Company encourages the employees to complete their responsibilities within office hours. The office timing will be 9.00 AM to 6.00 PM with a lunch and Tea break of 1 hour. However, working hours may be extended for individuals to complete their tasks as planned.

7. You will be allowed a leave of 1.5 days per month – including sick leave, personal leave and vacation. The unused leaves can be forwarded only to the next five months. Absence over and above the allowed leave will lead to loss of pay. Unapproved absence may lead to job termination.

8. During your employment with us, you are not allowed to engage in other business/employment directly or indirectly.

9. You will retire from the services of the Company on reaching your 58th birthday as per the proof of age submitted by you at the time of joining.

10. The acceptance of this offer implies you are bound by all the rules and regulations of the company.

General Terms:

1. The confidential details about the company's business and its data that are known to you are to be maintained secretly, and they should not be divulged or discussed with anyone other than the authorised person in the company. You are required to sign a non-disclosure agreement, which aims to protect the intellectual property rights and business information of Mallow Technologies Private Limited and its clients.

2. You are expected to maintain good conduct in and out of the office and maintain the Company's dignity, failing which may lead to disciplinary action and may result in a termination of your Job.

Regards,
HR Team
Mallow Technologies Private Limited

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12-8-2022

Name: SHEIMA LATHA. J

Subject: Your Appointment as Associate Engineer

Dear SHEIMA LATHA,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Vishnu Chandrasekar
26D2F3BE82DD457...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 16:10 CEST

Signature: DocuSigned by:
B8656AAD056A445...

Name: Sheima Latha

Enclosures: Annexure I

DocuSign Envelope ID: 262E4AF3-DCF4-404C-BE82-AB622BE1C4C9

Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)	
NAME	Sheima Latha J
ROLE DESIGNATION	Associate Engineer
ANNUALLY COMPONENTS (INR per annum)	
Basic Salary	2,50,000.00
House Rent Allowance	1,25,000.00
Leave Travel Allowance	25,000.00
Special Allowance	8,000.00
Meal Voucher	12,000.00
Performance Linked Incentive (PLI)*	50,000.00
Employee Provident Fund (PF)	30,000.00
Annual Total Compensation (in INR)	5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

iLink Multitech Solutions
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Sherlin Retna R,

Welcome to the iLink family. We are excited to extend you an offer to join us as consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards



Uday Bhaskarwar
Chief Operating Officer

iLink Multitech Solutions
Thinking Beyond

14/11/2022
IL-Che-Con-211

Sherlin Retna R
Chennai

Email: sherlinrobert1602@gmail.com

Dear **Sherlin Retna R**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited**, **Chennai** for a period of 6 months.
Your work location will be based out of our office in Chennai at Origin Towers, 2nd and 3rd Floor, 11-13, Type II, Dr. VSI Estate, Thiruvanmiyur. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Multitech Solutions
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized colour photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards



Uday Bhaskarwar
Chief Operating Officer

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12-8-2022

Name: SIVAANI. R

Subject: Your Appointment as Associate Engineer

Dear SIVAANI,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Yashwant
5D2ADF7DCF4A4B5...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 17:43 CEST

Signature: DocuSigned by:
B2122CC4D7CE448...

Name: Shivaani

Enclosures: Annexure I

DocuSign Envelope ID: 98B29F0E-B8F2-482C-B079-21A3C3730B73

Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)	
NAME	Sivaani R.
ROLE DESIGNATION	Associate Engineer
ANNUALLY COMPONENTS (INR per annum)	
Basic Salary	2,50,000.00
House Rent Allowance	1,25,000.00
Leave Travel Allowance	25,000.00
Special Allowance	8,000.00
Meal Voucher	12,000.00
Performance Linked Incentive (PLI)*	50,000.00
Employee Provident Fund (PF)	30,000.00
Annual Total Compensation (in INR)	5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

Letter of Intent (LOI)

Superset ID: 3389955

Date: September 30, 2022

Dear Shrivardhini M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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SpringFive
www.SpringFive.com

12-8-2022

Name: SOMAKARTHI. P

Subject: Your Appointment as Associate Engineer

Dear SOMAKARTHI,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **SpringFive Consulting Services LLP ("LLP")** subject to the following terms and conditions:

1. Job Title

You will be designated as "Associate Engineer" and your primary focus will be development, customization, implementation of Salesforce.com (cloud-based Customer relationship Management solution) with third-party services and your role is to Analyze, Synthesize, prepare technical design documents, developing new or enhancing the functionalities and restore the issues in relation to Salesforce.com. In addition to the above, you will be working with Senior Developer and Architects on different layers of the infrastructure.

2. Location

Your location of employment is **Bengaluru, India** ("**Work Location**"). You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the LLP in that work location.

For the purpose of this Agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the LLP. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Please be advised that you, by accepting these terms and conditions, hereby give your irrevocable consent to the above.

3. Compensation and Benefits

3.1 Salary

Your Fixed Salary will be **INR 500000.00/- per Annum**. The break-up of your salary has been provided in the Compensation Details sheet as Annexure - I.

3.2 Other Allowances

The Other Allowances will be paid to you as part of your salary every month.

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3.3 Insurance

Employees will be eligible for insurance coverage of INR 5,00,000 per annum for self, spouse, kids and 2 parents. Individual employees will also be eligible for Group Personal Accident and Term Life Insurance coverage of INR 30,00,000 each respectively for self. The cost of insurance premium is completely borne by the LLP.

3.4 Taxes

All payments shall be subject to applicable taxes and statutory withholding.

4. Probation

You shall be on probation for a period of Six (6) months from the date of commencement of your duties, the period of which may be further extended at the discretion of the management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your performance to our satisfaction.

5. Date of Joining

As agreed between us, you shall join the services of the LLP on – **8th May 2023**

6. Annual increase

Annual increments to components of your compensation will be determined on an annual basis by the Designated Partners at its sole discretion, taking into account the LLP's prior years audited financial performance and independent compensation benchmarks.

7. Termination of Employment

7.1 Resignation: You may resign from employment with the LLP by providing two [2] months' notice. You are expected to serve the LLP diligently during this period of notice, in accordance with all applicable LLP policies. The LLP may at its sole discretion waive be accepted by the LLP to become effective.

7.2 Termination by the LLP: The LLP may terminate your services by giving two [2] months' notice or salary in lieu thereof.

7.3 Termination by LLP for Cause: Notwithstanding anything mentioned in this Agreement, the LLP may terminate your employment with immediate effect without notice or payment in lieu of notice for Cause as defined in clause (b) of ARTICLE 9.6. The LLP may also terminate employment with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under law or LLP policies.

7.4 Termination on account of disability or illness: If on account of illness or disability you are prevented from properly performing duties for period of [2] months in any one year or

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for consecutive period of [2] months, the LLP may immediately terminate your employment by providing you [2] months' notice or salary in lieu of notice.

7.5 Retirement: You will automatically retire from the LLP on attaining the age of [62] years. An extension may, however, be given at the discretion of the LLP.

7.6 The LLP may set off any amounts owing and payable by you to the LLP at the time of termination of your employment against any amount then payable to you by the LLP.

8. Termination Benefits

8.1 Termination Without Cause - If your employment terminated without Cause, you shall be entitled to Accrued Obligations and Severance Benefits.

8.2 Termination upon Disability - If your employment terminates due to disability or illness as per clause 8.4 above, you shall be entitled to Accrued Obligations and Severance Benefits.

8.3 Termination upon Death - If your employment terminates due to death, your legal heirs or nominees, as applicable, shall be entitled to Accrued Obligations and Severance Benefits.

8.4 Termination For Cause - If your employment terminated for Cause, you shall be entitled to Accrued Obligations, and the LLP shall have no obligation to provide any of the Severance Benefits.

8.5 Voluntary Resignation- If you voluntarily resign from the LLP and the LLP accepts such resignation, subject to you serving the notice period diligently, you shall be entitled to Accrued Obligations.

8.6 Related Definitions

a) "**Accrued Obligations"** means the sum of the following unpaid benefits as of the Date of Termination:

i. "Accrued Salary" means payment of any earned but unpaid portion of annual fixed salary as in effect from time to time ("Fixed Salary") through and including your Date of Termination

ii. "Accrued Expenses" means reimbursement for any reasonable, unreimbursed and documented business expense you have incurred in performing your duties hereunder and which are reimbursable as per the LLP's policies;

b) **"Cause"** means, as reasonably determined by the LLP, the occurrence of any of the

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following: 1) any misappropriation of corporate funds; 2) commission or conviction for or a guilty plea to a serious crime ;3) engaging in any activity that you know or should know could harm the LLP, its business or reputation; 4) material failure to adhere to the LLP's corporate codes, policies or procedures; 5) a breach of any covenant in your employment or any intellectual property Agreement, 6); failure by you to substantially perform your duties or follow management direction if failure is not cured to the LLP's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual or common law duty or obligation to SpringFive, including without limitation the duty of loyalty. Notwithstanding the foregoing, the mere failure to achieve performance objectives will not constitute Cause.

c) "Date of Termination" means:

i. If your employment is terminated by the LLP for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,

ii. If your employment is terminated by the LLP other than for Cause or disability, the Date of Termination shall be your last day of employment;

iii. If your employment is terminated by reason of death, retirement or disability, the Date of Termination shall be the date of death or retirement or the disability Effective Date, as the case may be; or

iv. In the event of your resignation from the LLP, the Date of Termination shall be the date communicated by the LLP in this respect

d) "Severance Benefits" means the following:

Performance Linked Incentive (PLI) - Payment of PLI earned for the prevailing performance period cycle till the Date of Termination based on the payout percentage of the previous performance cycle and guided by the LLP's PLI plan.

e) No other obligations: Upon cessation of your employment, the LLP or any of their respective shareholders, affiliates, directors, officers or employees, shall not have any obligation of any description whatsoever to compensate, pay remuneration or otherwise make any payments or distributions of any nature whatsoever to you and on any ground whatsoever except as otherwise agreed in this letter.

9. Confidentiality

You acknowledge, and are aware, that during the course of your employment with the LLP you will come into possession of valuable information / technical know-how and proprietary information of the LLP, including but not limited to current and future

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business information of the LLP, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

10. Non-Compete and Non-Solicitation

(1) Covenants Regarding Competition: During the period of employment with the LLP and for a period of six months after termination of employment from the LLP for whatsoever reason, you shall not:

a. Seek or accept any employment from a Competitor of the LLP. For this purpose, "Competitor" may be identified by the LLP at the time of your exit from the LLP.

b. Seek or accept any employment with any Customer for whom you performed services as an employee of the LLP within the last twelve months of your employment with the LLP.

c. Solicit business from, do business with or render services to, in any capacity, directly or indirectly, to any entity that is or was a LLP client or Customer within the last twelve months of your employment with the LLP, for a purpose or in a manner that is in any way competitive with the LLP's business.

If, during or after your employment with the LLP, you seek to work elsewhere, you agree to provide a copy of this Agreement to any person or entities seeking to hire you before accepting employment with or engagement by any such person or entity.

(2) Solicitation of Employees: You agree that for a period of twelve (12) months immediately following the termination of your relationship with the LLP for any reason, whether with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any LLP employee to leave the LLP, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the LLP, either for yourself or for any other person or entity.

11. Intellectual Property:

You acknowledge that the LLP is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the LLP. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

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You acknowledge that the LLP shall own all rights, title and interest including copyright in any work created by you in course of your employment with the LLP.

12. Asset Protection

You hereby acknowledge that you shall make all the reasonable efforts to safeguard the LLP's Assets assigned to you for the purposes of carrying out your official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from you or as a deduction to the monthly payroll. Any Asset assigned to you by the LLP shall be returned to the LLP at the time of termination of your employment.

13. Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the LLP. The consent may be given subject to any terms and conditions that the LLP may think fit and may be withdrawn at any time at the discretion of the LLP.

You hereby acknowledge and agree to abide by all internal Policies of the LLP, on the intranet. LLP reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory Agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the LLP as applicable to your employment with us.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

You represent and warrant that you have not and shall not at any time during your employment with the LLP, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the LLP's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

You agree not to make any disparaging, defamatory or negative remarks or statements,

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whether oral or written, to any third party regarding the LLP or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and return the same to us for LLP's records.

Thanking You.
Yours sincerely,
For **SpringFive Consulting Services LLP**

DocuSigned by:
Vishnu Chandrasekar
26D2F3BE82DD457...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 16:03 CEST

Signature: DocuSigned by:
B39DB45593C1435...

Name: Somakarthi P

Enclosures: Annexure I

DocuSign Envelope ID: A6AC64D1-AAE2-46EE-99A9-7178BD72141B

Designation: Associate Engineer **Location: Bengaluru**

ANNEXURE – I

COMPENSATION DETAILS (*All figures in INR per annum*)	
NAME	Somakarthi P.
ROLE DESIGNATION	Associate Engineer
ANNUALLY COMPONENTS (INR per annum)	
Basic Salary	2,50,000.00
House Rent Allowance	1,25,000.00
Leave Travel Allowance	25,000.00
Special Allowance	8,000.00
Meal Voucher	12,000.00
Performance Linked Incentive (PLI)*	50,000.00
Employee Provident Fund (PF)	30,000.00
Annual Total Compensation (in INR)	5,00,000.00

** PLI is the Variable part of the salary & depends on target achievement of the employee and performance of the company. These targets will be communicated to you by the LLP. Pay-out is on a pro-rata basis; based on the number of days worked in the respective year. This is an annual payment.*

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

PAN is mandatory for salary processing. If you don't have a PAN, please apply for the same at the earliest.

Letter of Intent (LOI)

Superset ID: 2942402

August 23, 2022

Dear Somakarthi P,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference.https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.
Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

NexTurn India Private Limited

1-30/45, Prashanthi Enclave, Kanajiguda, Hyderabad – 500015, India

Mail ID: info@nexturn.com
Phone: +91 7993810031

Date: - 07-September-2022

To,
Mr./.Ms. J SRIDEVI

Saranathan College of Engineering
Trichy - 620012
Mobile No.: 7339455813

e - mail: Sriidevii4@gmail.com

Sub: Offer Letter

Dear SRIDEVI

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of **"Software Engineer-intern"** in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure **"B"** is integral part of this offer letter.

1. You will be appointed as **"Software Engineer-intern"** for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000 /-** per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a **"Software Engineer** "on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,

Bhaskar Vadlamani
Founder, COO & MD India

J. Sridevi

Signature & Name

October 7, 2022

Mr. Sriram Ganesh P
Saranathan College of Engineering,
Trichy – 620012

Dear Sriram,

Subject: Offer letter for the position of Graduate Engineer Trainee.

We are pleased to offer you employment at Zentron Labs as *Graduate Engineer Trainee*. We extend this offer and the opportunity it presents, with confidence in your abilities. You made a favorable impression with us, and we are excited about the prospect of you joining our company.

Please find enclosed the details of our offer. Your joining date is July 1, 2023. Please confirm your acceptance of our offer latest by October 9, 2022.

The validity of this offer is contingent on the successful verification of the documents, certificates & experience furnished by you along with your resume.

We take great pleasure in welcoming you to the Zentron family and sincerely hope that your period of service with us will be long, pleasant, and successful.

In case of any clarifications, please feel free to contact us.

Thanking you,

Cordially,
***for* Zentron Labs Pvt Ltd.**

Krishnan R
Founder CEO

Accepted By

Sriram Ganesh P

Offer letter annexure dated October 7, 2022.

	Employee Name	**Mr. Sriram Ganesh P**
	Date of Joining	**July 1, 2023**
	Designation	**Graduate Engineer Trainee**
I	**Fixed Compensation**	**Amount in INR**
	Basic	1,80,000
	HRA	72,000
	Medical Allowance	15,000
	Conveyance Allowance	19,200
	Special Allowance	97,200
	Annualized Fixed CTC	**3,83,400**
II	**Performance bonus:** Paid on a quarterly basis during the financial year, based on Individual, and company performance.	**45,000**
III	**Employer statutory benefits:** Employer provident fund	**21,600**
	Estimated Annualized CTC (I+II+III) **(In words - Rupees Four Lakhs Fifty Thousand only)**	**4,50,000**

for **Zentron Labs Pvt Ltd.**

Krishnan R
Founder CEO

Sriram Ganesh P

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Srithy P,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards



Uday Bhaskarwar
Chief Operations Officer

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-212

Srithy P
Trichy.

Email: srithyp@gmail.com

Dear **Srithy P**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months.
Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards



Uday Bhaskarwar
Chief Operations Officer

iLink Multitech Solutions
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Subashree H,

Welcome to the iLink family. We are excited to extend you an offer to join us as consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards



Uday Bhaskarwar
Chief Operating Officer

iLink Multitech Solutions
Thinking Beyond

14/11/2022
IL-Che-Con-213

Subashree H
Chennai

Email: subashree.ind@gmail.com

Dear **Subashree H**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited**, **Chennai** for a period of 6 months.
Your work location will be based out of our office in Chennai at Origin Towers, 2nd and 3rd Floor, 11-13, Type II, Dr. VSI Estate, Thiruvanmiyur. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Multitech Solutions
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized colour photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards



Uday Bhaskarwar
Chief Operating Officer

Letter of Intent (LOI)

Superset ID: 3388654

Date: September 30, 2022

Dear SUJJIT D S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

NexTurn India Private Limited
1-30/45, Prashanthi Enclave, Kanajiguda, Hyderabad – 500015, India
Mail ID: info@nexturn.com
Phone: +91 7993810031

Date: - 07-September-2022

To,
Mr./.Ms. _____

Saranathan College of Engineering
Trichy - 620012
Mobile No.: _____

e - mail: _____

Sub: Offer Letter

Dear _____

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of **"Software Engineer-intern"** in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure "B" is integral part of this offer letter.

1. You will be appointed as **"Software Engineer-intern**" for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000 /-** per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a "**Software Engineer** "on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,



Bhaskar Vadlamani
Founder, COO & MD India

Signature & Name

ID	Candidate Name	College Name	Mobile no
1	SUNDARAM	Saranathan College of Engineering	7397638675
2	Sujjit	Saranathan College of Engineering	7904944118
3	M Vishwanath	Saranathan College of Engineering	9360155183
4	Almaas	Saranathan College of Engineering	9944136176
5	Seeni Arivazhakan	Saranathan College of Engineering	9361214366
6	Madhumitha Ramadoss	Saranathan College of Engineering	1111111111
7	Emmanuel Louis	Saranathan College of Engineering	6380456233
8	r srisudharssan	Saranathan College of Engineering	6380682591
9	MAHA LAKSHMI P	Saranathan College of Engineering	6381365340
10	Sindhuja J	Saranathan College of Engineering	6383146258
11	Sridevi J	Saranathan College of Engineering	7339455813
12	Arsah A	Saranathan College of Engineering	7598137618
13	Raghasudha	Saranathan College of Engineering	7598588367
14	Afrah Zainab Khan	Saranathan College of Engineering	8073172975
15	Dinesh Kumar	Saranathan College of Engineering	8220383645
16	Kavya Murali	Saranathan College of Engineering	8754693013
17	Kiruthika K	Saranathan College of Engineering	8870080466
18	SUSHMITHA R S	Saranathan College of Engineering	9003646571
19	manimozhi	Saranathan College of Engineering	9361318309
20	Radhakrishnan S	Saranathan College of Engineering	9361666519
21	Ratnakumar A	Saranathan College of Engineering	9445177941
22	Nagaraj L	Saranathan College of Engineering	9524152906
23	Harsheeta RC	Saranathan College of Engineering	9597271563
24	Hari Narayanan	Saranathan College of Engineering	9688781081
25	Muthu Sai Charan VR	Saranathan College of Engineering	9940336480

Email id	Final Status
mr.sundaram.2110@gmail.com	Selected
Sujjitds172@gmail.com	Selected
viswanath122001@gmail.com	Selected
almaastaj1801@gmail.com	Selected
arivazhakan2002@gmail.com	Selected
madhumitharamadoss@gmail.com	Selected
emmanelm73@gmail.com	Selected
srisudharssan.r@gmail.com	Selected
mahalakshmipounraj14@gmail.com	Selected
sindhujajayavel1394@gmail.com	Selected
Sriidevii4@gmail.com	Selected
2002arsha@gmail.com	Selected
ragasudhasrinivasan04@gmail.com	Selected
azainabkhan@gmail.com	Selected
dineshkumar14022002@gmail.com	Selected
kavyamurali7502@gmail.com	Selected
kirthikrish2406	Selected
sushmithasushmi2002@gmail.com	Selected
manimozhi72001@gmail.com	Selected
subha1976srinivasan@gmail.com	Selected
arksvg@gmail.com	Selected
nagkrish2001@gmail.com	Selected
harsheetharc@gmail.com	Selected
narayanan2081@gmail.com	Selected
muthusaicharan@gmail.com	Selected

Fwd: Saranathan CoE - shortlisted students resumes

1 message

HEAD - Training and Placement <tp@saranathan.ac.in> Sat, 19 Nov, 2022 at 4:36 pm
To: 2023csea-sce@googlegroups.com, 2023cseb-sce@googlegroups.com, 2023ita-sce@googlegroups.com, 2023ecea-sce@googlegroups.com, 2023eceb-sce@googlegroups.com
Cc: Mr. Barani Vijaya Kumar CSE Depart <barani-cse@saranathan.ac.in>, SIVAKANNU ECE <sivakannu-ece@saranathan.ac.in>, Mr. ANAND IT <anand-it@saranathan.ac.in>, Ms.V.Punitha CSE Depart <punitha-it@saranathan.ac.in>, Dr.R.Thillaikarasi IT Professor & HOD <thillai-it@saranathan.ac.in>, Dr.Santhi ECE HOD <santhim@saranathan.ac.in>, Saranathan Training & Placement Cell <hr@saranathan.ac.in>, Mr. Seetharaman ICE Department <seetharaman-ice@saranathan.ac.in>

Dear Students
Pl find the mail from Plintron, reg their selection status.
Best wishes

Regards,
Dr.S.M.GiriRajkumar
Head Training & Placement
Saranathan College of Engineering

---------- Forwarded message ---------
From: **Anand Narayanan** <anand.kn@plintron.com>
Date: Sat, Nov 19, 2022 at 12:53 PM
Subject: RE: Saranathan CoE - shortlisted students resumes
To: HEAD - Training and Placement <tp@saranathan.ac.in>
Cc: Vijaya Anandhan Kannabiran <vijayaanandhan.kr@plintron.com>

Dear Mr. Giriraj Kumar,

We are pleased to share the final list of students for your reference.

Name	Surname	Email I.D.
Chandru	S	schandruu.subramani@gmail.com
Viwin	Rojan	rojanviwin@gmail.com
Srinivasan	M A	masarss29@gmail.com
Ganesh	V	ganeshchitra03@gmail.com
Tamil Selvan	P	tamiltsd07@gmail.com

sundarrajan	sampath	sundarbharath7890@gmail.com
Ragavi	S	sragavi18@gmail.com
Bharath Hari	S	bharathhari99@gmail.com
Renganathan	A	renganathanarunasalamece@gmail.com

Had reviewed each of the following candidates and have again scheduled for another round of interview.

Name	Surname	Email I.D.
Nishanthini	S	nishanthinicourse@gmail.com
Rahul	R	rahulgowtham32@gmail.com
Manashi	V J	manashivj@gmail.com
Divyaa	S K	skdivyaakannan@gmail.com
Santhosh Kumar	M	santhoshk41525@gmail.com

The final list with Branch would be shared by Monday with the above interview status.

Regards

Anand

From: HEAD - Training and Placement [mailto:tp@saranathan.ac.in]
Sent: 11 November 2022 14:18
To: Anand Narayanan <anand.kn@plintron.com>
Cc: Vijaya Anandhan Kannabiran <vijayaanandhan.kr@plintron.com>
Subject: Saranathan CoE - shortlisted students resumes

Dear Team,

Greetings!

- In continuation to our deliberations, pl find attached the resumes of the shortlisted students from our institute

- The following students' resumes are not shared as they have received offers from another organization, and based on their personal reasons they are more inclined towards accepting the same

1. CSE - MUKESH MANIKANDAN. M

2. CSE - SRITHY. P

3. ECE - DEIVANAI. M

4. IT - KAROLIN KIRUBA. R

5. ECE - YOGESH. S

- Kindly let us know on further proceedings

Good Day.

Regards,

Dr.S.M.GiriRajkumar

Head Training & Placement

Saranathan College of Engineering

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You received this message because you are subscribed to the Google Groups "2023cseb-sce" group.
To unsubscribe from this group and stop receiving emails from it, send an email to 2023cseb-sce+unsubscribe@googlegroups.com.
To view this discussion on the web visit https://groups.google.com/d/msgid/2023cseb-sce/CAM4XMoVc%2B%2Bswhr5jJVhxH07QXmiX-tpOrVf-Oiy6GENebMP%3Dzg%40mail.gmail.com.
For more options, visit https://groups.google.com/d/optout.

Fwd: Regarding Campus Placement Drive - Saranathan College of Engineering

HEAD - Training and Placement <tp@saranathan.ac.in> Fri, Aug 26, 2022 at 9:56 AM
To: 2023csea-sce@googlegroups.com, 2023cseb-sce@googlegroups.com, 2023ita-sce@googlegroups.com, 2023eeea-sce@googlegroups.com, 2023eeeb-sce@googlegroups.com, 2023ice-sce@googlegroups.com, 2023ecea-sce@googlegroups.com, 2023eceb-sce@googlegroups.com, 2023mecha-sce@googlegroups.com, 2023mechb-sce@googlegroups.com, 2023civila-sce@googlegroups.com
Cc: saratp-coordinators@googlegroups.com, "Mr. ANAND IT" <anand-it@saranathan.ac.in>, sarahod <sarahod@saranathan.ac.in>, Saranathan Training & Placement Cell <hr@saranathan.ac.in>, "Principal of Saranathan College ," <principal@saranathan.ac.in>

Dear Students,
Greetings!
- Congratulations to all the shortlisted students
- As mentioned in the trail mail, the **next round of interview will be conducted on Saturday (27-aug-2022)** and the interview invite will be sent to your registered email ID directly by the company
- Kindly prepare accordingly and give your best
Best Wishes.

Regards,
Dr.S.M.GiriRajkumar
Head Training & Placement
Saranathan College of Engineering

---------- Forwarded message ---------
From: **Vaibhav Apte**
Date: Thu, Aug 25, 2022 at 2:08 PM
Subject: RE: Regarding Campus Placement Drive - Saranathan College of Engineering
To: HEAD - Training and Placement <tp@saranathan.ac.in>
Cc: Prakash K, HARIPRASATH ECE <hariprasath-ece@saranathan.ac.in>, Mr. Seetharaman ICE Department <seetharaman-ice@saranathan.ac.in>, Bhaskar Vadlamani, Aravind Arasu

Hello Sir,

Please find list of selected students in online assessment. Please confirm can students give interview on Saturday by tomorrow morning.

Vaibhav Apte

HR Lead

nexturn.com

linkedin.com/nexturn

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You received this message because you are subscribed to the Google Groups "2023csea-sce" group.
To unsubscribe from this group and stop receiving emails from it, send an email to 2023csea-sce+unsubscribe@

googlegroups.com.
To view this discussion on the web visit https://groups.google.com/d/msgid/2023csea-sce/CAM4XMoU2%2BRqA6Ag9CBdwUOYBpmoG0h-Fqhj%2BgUgXH4yY7rovdA%40mail.gmail.com.
[Quoted text hidden]

Saranathan College of Engg - Interview list.xlsx
12K

ID	Candidate Name	College Name	Mobile no	Email id	Final Status
1	SUNDARAM	Saranathan College of Engineering	7397638675	mr.sundaram.2110@gmail.com	Selected
2	Sujjit	Saranathan College of Engineering	7904944118	Sujjitds172@gmail.com	Selected
3	M Vishwanath	Saranathan College of Engineering	9360155183	viswanath122001@gmail.com	Selected
4	Almaas	Saranathan College of Engineering	9944136176	almaastaj1801@gmail.com	Selected
5	Seeni Arivazhakan	Saranathan College of Engineering	9361214366	arivazhakan2002@gmail.com	Selected
6	Madhumitha Ramadoss	Saranathan College of Engineering	1111111111	madhumitharamadoss@gmail.com	Selected
7	Emmanuel Louis	Saranathan College of Engineering	6380456233	emmanelm73@gmail.com	Selected
8	r srisudharssan	Saranathan College of Engineering	6380682591	srisudharssan.r@gmail.com	Selected
9	MAHA LAKSHMI P	Saranathan College of Engineering	6381365340	mahalakshmipounraj14@gmail.com	Selected
10	Sindhuja J	Saranathan College of Engineering	6383146258	sindhujajayavel1394@gmail.com	Selected
11	Sridevi J	Saranathan College of Engineering	7339455813	Sriidevii4@gmail.com	Selected
12	Arsah A	Saranathan College of Engineering	7598137618	2002arsha@gmail.com	Selected
13	Raghasudha	Saranathan College of Engineering	7598588367	ragasudhasrinivasan04@gmail.com	Selected
14	Afrah Zainab Khan	Saranathan College of Engineering	8073172975	azainabkhan@gmail.com	Selected
15	Dinesh Kumar	Saranathan College of Engineering	8220383645	dineshkumar14022002@gmail.com	Selected
16	Kavya Murali	Saranathan College of Engineering	8754693013	kavyamurali7502@gmail.com	Selected
17	Kiruthika K	Saranathan College of Engineering	8870080466	kirthikrish2406	Selected
18	SUSHMITHA R S	Saranathan College of Engineering	9003646571	sushmithasushmi2002@gmail.com	Selected
19	manimozhi	Saranathan College of Engineering	9361318309	manimozhi72001@gmail.com	Selected
20	Radhakrishnan S	Saranathan College of Engineering	9361666519	subha1976srinivasan@gmail.com	Selected
21	Ratnakumar A	Saranathan College of Engineering	9445177941	arksvg@gmail.com	Selected
22	Nagaraj L	Saranathan College of Engineering	9524152906	nagkrish2001@gmail.com	Selected
23	Harsheeta RC	Saranathan College of Engineering	9597271563	harsheetharc@gmail.com	Selected
24	Hari Narayanan	Saranathan College of Engineering	9688781081	narayanan2081@gmail.com	Selected
25	Muthu Sai Charan VR	Saranathan College of Engineering	9940336480	muthusaicharan@gmail.com	Selected

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Suvedha M,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards



Uday Bhaskarwar
Chief Operations Officer

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-214

Suvedha M
Trichy.

Email: suvedham67@gmail.com

Dear **Suvedha M**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months.
Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards



Uday Bhaskarwar
Chief Operations Officer

iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear Thangam A,

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer** - will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months.** Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up).** The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

A. Thangam

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

iamneo

Terms and Conditions

1. **Probation:** You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

A. Thangam

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

www.iamneo.ai

iamneo

Annexure I – Salary Structure after Internship

Member Name	Thangam A	Team	Neo Jarvis
New Title	Software Engineer	Caretaker	Suresh Shanmugham
Grade	I1		

Compensation Structure		
Pay Components	**Annual (INR)**	**Monthly (INR)**
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
Uniform Allowance	12,000	1,000
BYOD Allowance	12,000	1,000
Special Allowance	60,650	5,054
Employer Contribution towards PF	21,600	1,800
Retention Pay	50,000	4,167
Total Fixed Compensation	**475,000**	**39,583**
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	**510,000**	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

A. Thangam

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

Letter of Intent (LOI)

Superset ID: 3387490

Date: September 30, 2022

Dear Thirumaal chelvan raja,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Vaishnavi B,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards



Uday Bhaskarwar
Chief Operations Officer

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-215

Vaishnavi B
Trichy.

Email: vaishnavi14092001@gmail.com

Dear **Vaishnavi B**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months.
Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards



Uday Bhaskarwar
Chief Operations Officer

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 18-Oct-2022

To

Mr.VARUN G A,
49, A/1, TRUNK ROAD,
T.V.KOVIL,
TRICHY-620005, TAMIL NADU.

Dear **Mr.VARUN G A,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.720000/- (RUPEES SEVEN LAKH TWENTY THOUSAND ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on aneed-to-knowbasis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **17-Nov-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form.However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	19 Oct 2022
Name :	Varun G A	Place :	Trichy

ANNEXURE A

NAME : VARUN G A
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	24000	288000
HRA	12000	144000
Other Allowance & Flexible component	21120	253440
Gross Salary	**57120**	**685440**
Employer Provident Fund (12% of Basic+TA)*	2880	34560
Cost To Company (CTC)	**60000**	**720000**
Prosperity Sharing Plan		120000
Compensation for the first year		**840000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN
PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY
Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3600000/- (RUPEES THIRTY SIX LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

Letter of Intent (LOI)

Superset ID: 3394206

Date: September 30, 2022

Dear Varun G A,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 17-Sep-2022

To

Mr.VINNARASAN D,
1/189, KOVILPATHU, SOUTH STREET,
BUDALUR,
THANJAVUR-613602,TAMIL NADU.

Dear **Mr.VINNARASAN D,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization**.** During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF - QA**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.

2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.

3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.

4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.

5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **24-Sep-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	17 Sep 2022
Name :	Vinnarasan D	Place :	Thanjavur

Zoho Corporation Private Limited
Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
DTA UNIT

Date: 14-Sep-2022

To

Mr.VISWANATHA SUBRAMANIAN,
3, KALKI STREET, AYYAPPA NAGAR,
LIC COLONY,
TRICHY-620021, TAMIL NADU.

Dear **Mr.VISWANATHA SUBRAMANIAN,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

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TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form.However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	14 Sep 2022
Name :	Viswanatha Subramanian	Place :	Tiruchirapalli

ANNEXURE A

NAME : VISWANATHA SUBRAMANIAN
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	**47600**	**571200**
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	**50000**	**600000**
Prosperity Sharing Plan		100000
Compensation for the first year		**700000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN
PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY
Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

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Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

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Ramabathren L

January 23, 2023

Dear **Ramabathren,**

Internship Letter ("Agreement")

We are pleased to offer you a position as a Student Intern with **IT Department** of BNP Paribas India Solutions Pvt. Ltd (**"BNPP"**) in India on the terms and conditions set out in this Agreement.

For the purposes of this Agreement, an **"affiliate"** shall include any subsidiary or holding company of BNP Paribas.

1. Period of Internship

The term of your internship will be for a period of **5 Months**, commencing on **January 27, 2023** and ending on **June 27, 2023**. For the avoidance of doubt, the terms and conditions of internship set out herein will be effective from the date you commence your internship with BNPP.

2. Internship Allowance

2.1 You will receive an internship allowance of **INR 50,000** (less applicable deductions) per calendar month (pro-rated for any incomplete month of internship). You acknowledge and agree that you will not receive any other benefit (in cash or in kind) from BNPP.

2.2 You may be permitted, at the discretion of BNPP, to be absent from your internship for urgent personal reasons for a period not exceeding 10 working days, and no deduction from your internship allowance will be made provided you have obtained prior written permission from BNPP for such absence. For the avoidance of doubt, deduction from your internship allowance will be made in respect of any unauthorized absence.

3. Place of Internship

Your place of internship will be at our offices in **Chennai** or such other location(s) within India as BNPP may require from time to time. During the course of your internship with BNPP, you may be assigned to any current or future divisions or departments of BNPP or its affiliates. You may also be required to travel within India or overseas as BNPP may request from time to time.

4. Hours of Internship

4.1 Your core internship hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday (including half an hour lunch break). Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). BNPP reserves the right to adjust the internship hours at its discretion.

4.2 From time to time you may be required to perform your internship duties outside the abovementioned core hours in order to meet our business needs and your individual objectives. You acknowledge and agree that you will not receive additional payment for any internship duties you perform outside of the abovementioned core hours.

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5. Confidentiality Obligations

5.1 At any time during your internship with BNPP and after termination of your internship with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

5.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your internship.

5.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your internship, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your internship shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

6. Restrictions on Intern

6.1 During your internship with BNPP and for a period of 6 months after the termination of your internship with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your internship with BNPP during the period of 12 months immediately preceding the date of termination of your internship, or have any business dealings with any such clients, customers, suppliers or agents.

6.2 You agree that the restrictions contained in clause 6.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

6.3 The restrictions set out in clause 6 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

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7. Termination

7.1 BNPP may terminate this Agreement by giving 15 days' prior written notice or payment in lieu of 15 days' notice to you.

7.2 You may terminate this Agreement by giving 15 days' prior written notice to BNPP. In the event of your resignation, BNPP may terminate your internship immediately by making a payment in lieu of the remaining notice period.

7.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws.

8. Other Conditions

8.1 You acknowledge and agree that during your internship with BNPP:

(a) You must not (save with the prior written consent of BNPP) directly or indirectly, and whether on your own behalf or in conjunction with or on behalf of any other person, be employed, engaged, concerned or interested in any other business or occupation, whether within India or elsewhere; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

8.2 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

8.3 BNPP reserves the right to vary any terms and conditions of your internship from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other applicable policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion, and BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines.

9. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your internship, for the purpose of BNPP's administration and management of its staff and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's Privacy Policy Statement & Personal Information Collection Statement for further details relating to data privacy.

10. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

BNP PARIBAS

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11. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

12. Governing Law and Jurisdiction

This Agreement and all aspects of your internship shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and you shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 3.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory references about you from your college;
- You successfully complete background checks to the satisfaction of BNPP. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You will not be in breach of any contractual obligation from any other persons and are available to commence internship with BNPP on or before the commencement date mentioned in clause 1; and
- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd

Agalya NANDAKUMAR
Vice President - Human Resources

Waheedha CADER
Manager - Human Resources

I have read and agree to the terms and conditions above.

Dated this 27th day of January 2023.

.....
Ramabathren L

BNP PARIBAS

The bank for a changing world

Strictly Private & Confidential

Manashi V.J

June 28, 2023

Dear Manashi,

Employment Agreement ("Agreement")

We are pleased to make this conditional offer of employment to you with **BNP Paribas India Solutions Pvt. Ltd.** ("**BNPP**") in India on the terms and conditions set out in this agreement.

For the purposes of this Agreement, an "**affiliate**" shall include any subsidiary or holding company of BNPP.

1. Commencement Date & Location

1.1. Your employment will commence on **July 13, 2023 at Chennai,** unless otherwise mutually agreed by you and BNPP in writing.

1.2. Your employment with BNPP will initially be subject to a probationary period of 6 months from the date of your commencement of employment with BNPP in India. You will not be considered as having successfully completed your probationary period unless and until a written confirmation is issued to you by Human Resources. For the avoidance of doubt, BNPP may extend your probationary period at its sole discretion.

2. Position

You will be employed on a full time basis as **Associate Support Analyst** with **BP2S IT Department** and shall perform all duties commensurate with and appropriate to your position. Your corporate title shall be **Associate.** BNPP may amend your position, corporate title (if applicable) and/or reporting line as appropriate in the future to align your role with applicable policies, procedures or practices.

3. Remuneration

3.1 Your annual salary will be **INR 600,058** (less applicable deductions), payable over 12 months, for each complete month of service (pro-rated for any incomplete month of service), inclusive of all the following allowances and benefits:

Basic Salary	INR 180,000
House Rent Allowance	INR 90,000
Executive Allowance	INR 240,600
Leave Travel Allowance	INR 25,000
Conveyance Allowance	INR 19,200
Medical Allowance	INR 15,000
Provident Fund	INR 21,600
Gratuity Fund valued @ 4.81% of Basic Salary	INR 8,658
Total Cost to Company	**INR 600,058**

3.2 Your salary and benefits will be subject to applicable taxes which will be withheld by BNPP from your salary or bonus payment.

3.3 Any remuneration which you receive from BNPP shall be inclusive of any fees, expenses or other remuneration which you may be entitled to receive in relation to any office or directorship you may be required to perform in connection with your employment and includes consideration for all covenants made by you under this Agreement (including without limitation the covenants and restrictions set out in clauses 9 and 10).

3.4 You will receive provident fund and related benefits in accordance with [the provisions of the Employees' Provident Fund & Miscellaneous Provisions Act 1952 (as amended from time to time).

3.5 You will be entitled to gratuity benefit in accordance with the Payment of Gratuity Act 1972 (as amended from time to time).

3.6 You will be entitled to employee state insurance coverage in accordance with the Employees State Insurance (Central Rules) 1950 (as amended from time to time).

4. Discretionary Bonus

4.1 You may be eligible to receive a discretionary bonus in respect of a given performance year, based on BNPP's results, your individual performance and conduct, and such other factors as BNPP may consider relevant. Provided you are eligible to be considered for a discretionary bonus award, the terms, conditions, nature and amount of such discretionary bonus award (if any) will be determined at the absolute discretion of BNPP. BNPP reserves the right to defer all or part of any discretionary bonus award granted to you in accordance with the applicable bonus deferral arrangement in force from time to time, and to impose such reasonable conditions as BNPP considers appropriate; any such discretionary bonus awarded will be subject to the terms of any Group incentive or deferral plan in respect of variable compensation for the relevant performance year.

4.2 If you are eligible to receive a statutory bonus pursuant to the Payment of Bonus Act 1965 (as amended from time to time), any discretionary bonus which may be awarded to you shall take into account any statutory bonus payable to you.

4.3 Any bonus awarded will only be paid to you if (i) you are employed by BNPP on the payment date; and (ii) you have not given or received notice to terminate your employment, or otherwise ceased your employment with BNPP, prior to the payment date.

4.4 You acknowledge and agree that you do not have a contractual right to receive a bonus annually and any discretionary bonus award is at the absolute discretion of BNPP, except for statutory bonus if applicable to you in accordance with the Payment of Bonus Act 1965 (as amended from time to time). The payment of any discretionary bonus in respect of any year, and the amount of such discretionary bonus if paid, shall not give rise to any expectation of the payment or amount of any bonus in any future year of employment. Other than as set out in this Agreement, you acknowledge that no representation, assurance or guarantee has been provided by or on behalf of BNPP with respect to the payment of any discretionary bonus and you also acknowledge that you may receive a nil bonus.

5. Relocation Benefits

In the event you give or receive notice to terminate your employment, or otherwise cease your employment with BNPP (except for reason due to redundancy, disability or death), within the first 12 months of your employment, you will be required to repay to BNPP the full gross amount of the relocation benefits availed by you.

6. Staff Benefits

In addition to the salary and benefits set out in clause 3 above, you will be eligible to enjoy staff benefits in accordance with applicable laws and BNPP's policies (where applicable) in force from time to time, including the following:

(a) Insurance coverage under BNPP's medical and other applicable insurance schemes; and

(b) Annual leave, sick leave, and other types of leave in accordance with applicable laws and prevailing policies of BNPP.

For details, please refer to the relevant policies and procedures of BNPP.

7. Place of Work

Your place of employment will be at our office location as mentioned in clause 1.1 or such other location within India as BNPP may require from time to time. During the course of your employment with BNPP, you may be required to work in any current or future divisions or departments of BNPP or its affiliates as BNPP may decide at its discretion. You may also be required to travel within India or overseas as BNPP may request from time to time.

8. Hours of Work

Your core working hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday including half an hour lunch break. Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). You acknowledge and agree that you are expected to devote sufficient time to perform your duties efficiently, which may require you to attend the office, or be available to perform your duties, outside of your core working hours.

9. Confidentiality Obligations

9.1 At any time during your employment with BNPP and after termination of your employment with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

9.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your employment.

9.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your employment, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your employment shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

10. Restrictive Covenants

10.1 During your employment with BNPP and for a period of 6 months after the termination of your employment with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your employment with BNPP during the period of 12 months immediately preceding the date of termination of your employment, or have any business dealings with any such clients, customers, suppliers or agents.

10.2 You agree that the restrictions contained in clause 10.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

10.3 If you receive an offer to be involved in another business in any capacity during your employment or prior to the expiry of the last of the restrictive covenants above, you must provide the person or entity making the offer a copy of clause 10 (but no other part of this Agreement) and you must inform BNPP the identity of that person or entity as soon as possible after accepting the offer.

10.4 The restrictions set out in clause 10 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

10.5 You acknowledge that damages will be inadequate compensation for breach of any of the restrictive covenants contained in clause 10 and, subject to a court's discretion, BNPP may (for itself or on behalf of any affiliates of BNPP) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you which is or will be a breach of clause 10.

11. Termination

11.1 During your probation period, either you or BNPP may terminate this Agreement at any time by giving 30 days prior written notice to the other party. After successful completion of your probation period, either you or BNPP may terminate this Agreement at any time by giving 90 days prior written notice to the other party. BNPP may provide you with a payment in lieu of all or part of the applicable notice period. Under certain exceptional circumstances, BNPP may consider shortening the notice period for you. For the avoidance of doubt, without such express agreement from BNPP, your notice period will remain unchanged. BNPP may also deduct any amount (including but not limited to any outstanding payment in lieu of notice) which you owe to BNPP or any of its affiliates from any amounts which may be payable to you in connection with the termination of your employment, to the extent permitted under applicable laws and in accordance with applicable policies of BNPP.

11.2 The contractual and normal age of retirement is 60. Upon reaching the age of 60, you will be required to retire from your employment with BNPP.

11.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws and prevailing policies of BNPP.

12. Garden Leave/Administrative Leave

BNPP reserves the right to require you not to attend its premises and/or not to undertake all or any of your duties of employment during any period of notice of termination or at any other time during the period of your employment with BNPP. During any such period, all your express and implied duties under this Agreement (including without limitation your obligations of good faith, loyalty and fidelity to BNPP) shall continue to apply.

13. Other Conditions

13.1 You acknowledge and agree that during your employment with BNPP:

(a) You must serve BNPP faithfully and diligently to the best of your abilities, and exercise reasonable care and skill in the performance of your duties as assigned to you by BNPP from time to time, whether during or outside the BNPP's normal business hours, at such places as BNPP requires and for BNPP or any affiliates of BNPP as required by BNPP;

(b) You must act in BNPP's best interests and use all reasonable efforts to promote the interests of BNPP;

(c) You must comply with all directions of BNPP from time to time and report to the person(s) nominated by BNPP from time to time;

(d) You must comply with all legal, regulatory and mandatory obligations applicable to your position and the duties assigned to you; and

(e) You must inform BNPP immediately if you become aware of or suspect any unlawful act or omission by any employee, contractor or officer of BNPP.

13.2 You further acknowledge and agree that during your employment with BNPP:

(a) You must provide services exclusively to BNPP and, save with the prior written consent of BNPP, you must not be directly or indirectly employed, engaged, concerned or interested in any other occupation, business or trade; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

13.3 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

13.4 You will keep the existence and terms of this Agreement in strictest confidence and will not disclose this Agreement or its terms to anyone other than your spouse, lawyer or accountant without the prior written consent of BNPP.

13.5 BNPP reserves the right to vary any terms and conditions of your employment from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion and is not a contractual entitlement unless otherwise specifically stated in the relevant documents. BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines. For the avoidance of doubt, this Agreement shall prevail over any of those documents to the extent of any inconsistency.

14. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your employment, for the purpose of BNPP's administration and management of its employees and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's General Policy on Employee Personal Data Protection and Employee Personal Data Protection Notice for further details relating to data privacy.

15. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

16. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

17. Governing Law and Jurisdiction

This Agreement and all aspects of your employment shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and the employee shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 1.1.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory employment references about you and you have all the qualifications and prior work experience stated at interview and/or provided during your recruitment/employment screening process;
- You successfully complete employment screening to the satisfaction of BNPP, including without limitation credit history check, criminal record check, and information provided by you during the employment screening process. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You obtain, where applicable, all necessary registration(s) and/or licence(s) with the relevant regulatory authorities in India within 3 months of your commencement of employment;

- You will not be in breach of any contractual obligation from any previous employer and are available to commence employment with BNPP on or before the commencement date mentioned in clause 1.1 without being subject to any restrictions from any previous employers;

- You duly present a valid India Identity Card, and where applicable, the necessary work visa or permit and/or other relevant document(s) enabling you to commence employment with BNPP in India on or before the commencement date mentioned in clause 1.1 ; and

- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of receipt of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Please report to Human Resources, at the office location mentioned in clause 1.1 at 9:30 a.m. on your start date.

We look forward to welcoming you as a member of BNPP.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd.

Digitally signed by IMRAN SULEMAN PATEL
Date: 2023.07.04 16:01:04 IST
Authorized Signatory 1

Digitally signed by RUPESH RAMACHANDRAN
Date: 2023.06.30 18:36:15 IST
Authorized Signatory 2

I have read and agree to the terms and conditions of this Agreement.

.....
Manashi V.J

Saranathan College of Engineering

Tiruchirappalli - 620 012

Electronics and Communication Engineering

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Aadil Muhamed MS,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

Aadil Muhamed

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-197

Aadil Muhamed MS

Trichy.

Email: aadilmuhamed30@gmail.com

Dear **Aadil Muhamed MS**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months. Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

Aadil Muhamed

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

Adil Muhamad

iLink Systems

14/11/2022

WELCOME LETTER

Dear Aashika Mohan,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

I accept the offer.

iLink Systems

14/11/2022

IL-Tri-Con-198

Aashika Mohan

Trichy.

Email: aashikaar02@gmail.com

Dear **Aashika Mohan**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months.
Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

I accept the offer.

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

I accept the offer

iLink Systems Private Limited

Office 7 & 8 First Level,
ELCOT IT PARK,
Navalpattu,Trichy-620026

Phone: +91 4312580309
www.ilink-systems.com

iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear Aathityaa G R,

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer** - will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months.** Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up).** The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

G.R. Aathityaa

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

www.iamneo.ai

iamneo

Terms and Conditions

1. **Probation:** You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

G.R. Aathityaa

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

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Annexure I – Salary Structure after Internship

Member Name	Aathityaa G R	Team	Neo Jarvis
New Title	Software Engineer	Caretaker	Suresh Shanmugham
Grade	I1		

Compensation Structure

Pay Components	Annual (INR)	Monthly (INR)
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
Uniform Allowance	12,000	1,000
BYOD Allowance	12,000	1,000
Special Allowance	60,650	5,054
Employer Contribution towards PF	21,600	1,800
Retention Pay	50,000	4,167
Total Fixed Compensation	**475,000**	**39,583**
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	**510,000**	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

G. R. Aathityaa

BNP PARIBAS

The bank for a changing world

Strictly Private & Confidential

Agalya R

January 23, 2023

Dear **Agalya**,

Internship Letter ("Agreement")

We are pleased to offer you a position as a Student Intern with **IT Department** of BNP Paribas India Solutions Pvt. Ltd (**"BNPP"**) in India on the terms and conditions set out in this Agreement.

For the purposes of this Agreement, an **"affiliate"** shall include any subsidiary or holding company of BNP Paribas.

1. Period of Internship

The term of your internship will be for a period of **5 Months**, commencing on **January 27, 2023** and ending on **June 27, 2023**. For the avoidance of doubt, the terms and conditions of internship set out herein will be effective from the date you commence your internship with BNPP.

2. Internship Allowance

2.1 You will receive an internship allowance of **INR 50,000** (less applicable deductions) per calendar month (pro-rated for any incomplete month of internship). You acknowledge and agree that you will not receive any other benefit (in cash or in kind) from BNPP.

2.2 You may be permitted, at the discretion of BNPP, to be absent from your internship for urgent personal reasons for a period not exceeding 10 working days, and no deduction from your internship allowance will be made provided you have obtained prior written permission from BNPP for such absence. For the avoidance of doubt, deduction from your internship allowance will be made in respect of any unauthorized absence.

3. Place of Internship

Your place of internship will be at our offices in **Chennai** or such other location(s) within India as BNPP may require from time to time. During the course of your internship with BNPP, you may be assigned to any current or future divisions or departments of BNPP or its affiliates. You may also be required to travel within India or overseas as BNPP may request from time to time.

4. Hours of Internship

4.1 Your core internship hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday (including half an hour lunch break). Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). BNPP reserves the right to adjust the internship hours at its discretion.

4.2 From time to time you may be required to perform your internship duties outside the abovementioned core hours in order to meet our business needs and your individual objectives. You acknowledge and agree that you will not receive additional payment for any internship duties you perform outside of the abovementioned core hours.

Agalya R

BNP PARIBAS

The bank for a changing world

5. Confidentiality Obligations

5.1 At any time during your internship with BNPP and after termination of your internship with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

5.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your internship.

5.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your internship, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your internship shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

6. Restrictions on Intern

6.1 During your internship with BNPP and for a period of 6 months after the termination of your internship with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your internship with BNPP during the period of 12 months immediately preceding the date of termination of your internship, or have any business dealings with any such clients, customers, suppliers or agents.

6.2 You agree that the restrictions contained in clause 6.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

6.3 The restrictions set out in clause 6 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

BNP PARIBAS

The bank for a changing world

7. Termination

7.1 BNPP may terminate this Agreement by giving 15 days' prior written notice or payment in lieu of 15 days' notice to you.

7.2 You may terminate this Agreement by giving 15 days' prior written notice to BNPP. In the event of your resignation, BNPP may terminate your internship immediately by making a payment in lieu of the remaining notice period.

7.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws.

8. Other Conditions

8.1 You acknowledge and agree that during your internship with BNPP:

(a) You must not (save with the prior written consent of BNPP) directly or indirectly, and whether on your own behalf or in conjunction with or on behalf of any other person, be employed, engaged, concerned or interested in any other business or occupation, whether within India or elsewhere; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

8.2 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

8.3 BNPP reserves the right to vary any terms and conditions of your internship from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other applicable policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion, and BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines.

9. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your internship, for the purpose of BNPP's administration and management of its staff and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's Privacy Policy Statement & Personal Information Collection Statement for further details relating to data privacy.

10. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

BNP PARIBAS

The bank for a changing world

11. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

12. Governing Law and Jurisdiction

This Agreement and all aspects of your internship shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and you shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 3.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory references about you from your college;
- You successfully complete background checks to the satisfaction of BNPP. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You will not be in breach of any contractual obligation from any other persons and are available to commence internship with BNPP on or before the commencement date mentioned in clause 1; and
- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd

Agalya NANDAKUMAR
Vice President - Human Resources

Waheedha CADER
Manager - Human Resources

I have read and agree to the terms and conditions above.

Dated this 27th day of January 2023.

.....
Agalya R

cognizant

Letter of Intent (LOI)

Superset ID: 3388633

Date: September 30, 2022

Dear Akilaa Baskaran,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

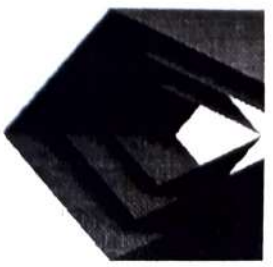
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

B. Akilaa



MUSCAT
ENGINEERING
CONSULTANCY

INTERNSHIP - OFFER

March 16, 2023

Ms Akila G
Department: C&A

Our Reference: MECPL/622/343/2023
Contact person: Yogesh Mysore
Phone: 022- 40612303
Email: yogesh.mysore@mec.co.om

Dear Akila,

On behalf of Muscat Engineering Consultancy Pvt Ltd, we are pleased to offer you as **Internship**. Your work location is Trichy. However, you must be willing to travel to Chennai/Mumbai/Muscat as and when required.

Based on the outcome of your tests and interview, we feel that you will be able to make an outstanding contribution to our Company.

Your internship fee payment will be **Rs. 12,000 /- (Rupees Twelve Thousand only)** per month.

General Information of Services/Remuneration of Internship Agreement

1. Function: Perform as Internship in MECPL Trichy under the guidance/supervision of Department Manager of C&A. The scope of internship assignment including specific types of tasks to be undertaken as mentioned in the section under "Duties" on Point 12 of this agreement.

2. Contractual Reporting to: Office Manager - MECPL Trichy/Chennai.

3. Hours Per day: The Internship should provide his/her services full time. Therefore, for each activity he/she shall be monitored and to be undertaken in a week/fortnight or month as applicable.

4. Working days: Monday to Friday.

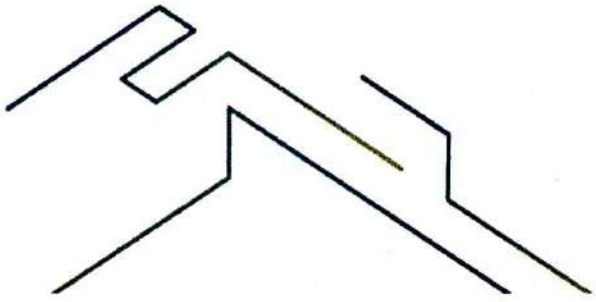
5. Office Timings: 9.00 am to 6.30 pm

6. Leaves Allowed: Not applicable during training period

7. Public Holidays: Applicable as per Company's public holiday list

8. Provident Fund and Gratuity: Not applicable.

Muscat Engineering Consultancy Pvt Ltd.
5th Floor / Baashyaam Willow Square,
Plot No: 8,9 & 10, 1st Street,
Thiru Vi Ka Industrial Estate, Guindy,
Chennai 600 032, Tamil Nadu, India.
Phone: 044 6113 6100
Web:www.mec.co.om



MUSCAT
ENGINEERING
CONSULTANCY

9. TDS (Tax Deductible at Source) shall be deducted from the monthly remuneration as per the tax laws of Government of India.

10. Payment shall be made to individual Bank Account of the Internship on or before 5th of every month.

11. The above offer does not guarantee a full-time employment in the Company. Successful completion of training assignment trainee will be evaluated, and decision shall be taken by the management to offer full-time employment in the Company.

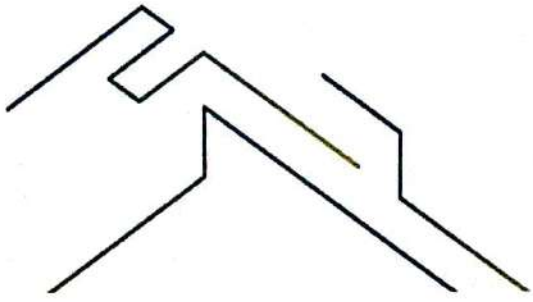
12. All trainees/Apprentice will be trained on various latest engineering software like E3D/SP3D/SPI/Caesar/ETAP etc during their training period by training faculty from agencies. The charges for training will be communicated to candidates upfront. If candidate decides to leave the company before 1 (One) year completion, then the training charges will be recovered from candidate.

By signing this agreement, you declare herewith to have taken notice of and have agreed to the above-mentioned terms and conditions of the agreement and confirms herewith to observe the obligations mentioned therein.

SIGNED FOR AGREEMENT:

2023.03.16 22:12:17 +05'30'	2023.03.16 22:12:38 +05'30'	2023.03.16 22:12:56 +05'30'	
Leyoutha Al Jabri	**Kumara Shanmugham**	**Salim Abdullah**	**Akila G**
HR Manager	**Country Director**	**CEO**	**Candidate**
Date:	**Date:**	**Date:**	**Date:**

Muscat Engineering Consultancy Pvt Ltd.
5th Floor / Baashyaam Willow Square,
Plot No: 8,9 & 10, 1st Street,
Thiru Vi Ka Industrial Estate, Guindy,
Chennai 600 032, Tamil Nadu, India.
Phone: 044 6113 6100
Web:www.mec.co.om



iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear Arul Jyothi A,

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer** - will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months**. Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up)**. The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

A. Arul Jyothi

iamneo

Terms and Conditions

1. **Probation**: You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

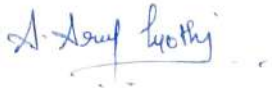
- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted





Senthilkumar T P
Co-Founder

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

www.iamneo.ai

iamneo

Annexure I – Salary Structure after Internship

Member Name	Arul Jyothi A	Team	Neo Jarvis
New Title	Software Engineer	Caretaker	Suresh Shanmugham
Grade	I1		

Compensation Structure

Pay Components	Annual (INR)	Monthly (INR)
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
Uniform Allowance	12,000	1,000
BYOD Allowance	12,000	1,000
Special Allowance	60,650	5,054
Employer Contribution towards PF	21,600	1,800
Retention Pay	50,000	4,167
Total Fixed Compensation	475,000	39,583
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	510,000	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

A. Arul Jyothi

iLink Multitech Solutions
Thinking Beyond

30/12/2022

WELCOME LETTER

Dear Crispin Ursula Catherine A,

Welcome to the iLink family. We are excited to extend you an offer to join us as consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

I accept the offer
31/12/2022

iLink Multitech Solutions

30/12/2022
IL-Che-Con-200

Crispin Ursula Catherine A

Email: crispincathyy29@gmail.com

Dear **Crispin Ursula Catherine A**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited**, **Chennai** for a period of 6 months. Your work location will be based out of our office in Chennai at Origin Towers, 2nd and 3rd Floor, 11-13, Type II, Dr. VSI Estate, Thiruvanmiyur. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **23/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

I accept the offer
31/12/2022

iLink Multitech Solutions
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized colour photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

I accept the offer
31/12/2022

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Deepikha R,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

I accept the offer
R. Deepikha
14/11/2022

14/11/2022

IL-Tri-Con-201

Deepikha R

Trichy.

Email: deepirmsh@gmail.com

Dear **Deepikha R**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months. Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

I accept the offer
R. Deepikha
14/11/2022

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

I accept the offer
R. Deepikka
14/11/2022

TECH mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2172643 / ELTP-CAMPUS / 2023 **15-Dec-2022**

Subject: Letter of Intent

Dear Dhaslin,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 3 (Three) months** from the date of joining.
- You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **30-Jun-2023** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

R Krishna

Krishna Ramaswamy

Head - Resource Management Group

ECH
mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
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Registered Office:
Gateway Building, Apollo Bunder
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CIN L64200MH1986PLC041370

Annexure - A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

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www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure - B

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	***INR. (Per Annum)***
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	**312206**
Additional Benefits....(B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ——(A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary. **(*)** Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

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13-Jan-2023

Candidate ID: 24198054

Ferdina C
B.E. Electronics & Communication Engineering
Saranathan College of Engineering, Tiruchirappalli

Dear **Ferdina C**,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.

- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

- The Technical skills track mapped could change at the start or mid way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

- After successful completion of your internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

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...will be paid for the prescribed internship Curriculum period only and no additional payment will be ... only. Attendance and successful completion of Milestone(s) are the eligible factors for ... stipend payment and longer stint will not guarantee your monthly stipend payment.

... would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant ... policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation ... without any notice.

• During the course of your internship and at all times, you shall be governed by Cognizant's Social Media Policy and ... refrain from posting malicious, libelous, defamatory, false, obscene, political, anti social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, ... respective of whether any such statements are likely to cause damage to any such entity or person. Any breach of ... section would lead to immediate termination of the internship and revocation of the Employment Offer/Agreement.

• Cognizant reserves rights regarding IP infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your ... as an intern at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:
• Your Pan Card
• Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:
• 2 Passport sized Photographs preferably with a Grey / White background
• Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Vaya Sivakumar
Vice President - Human Resources

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

Signature C. Jadhav **Date** 20.02.2023

cognizant

Letter of Intent (LOI)

Superset ID: 3348651

Date: September 30, 2022

Dear GAYATHRI SENTHIL,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

I Accept the offer.
S. Gayathri.



iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear **Gopi Manickam R,**

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer** - will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months.** Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up).** The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

R. Gopi Manickam

iamneo

Terms and Conditions

1. **Probation:** You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

www.iamneo.ai

iamneo

Annexure I – Salary Structure after Internship

Member Name	Gopi Manickam R	Team	Neo Jarvis
New Title	Software Engineer	Caretaker	Suresh Shanmugham
Grade	I1		

Compensation Structure		
Pay Components	**Annual (INR)**	**Monthly (INR)**
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
Uniform Allowance	12,000	1,000
BYOD Allowance	12,000	1,000
Special Allowance	60,650	5,054
Employer Contribution towards PF	21,600	1,800
Retention Pay	50,000	4,167
Total Fixed Compensation	**475,000**	**39,583**
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	**510,000**	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

R. Gopi Manickam

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 17-Sep-2022

To

Mr.HARI GANESH S,
NO.6, SENTHAMARAI STREET,
SANJEEVI NAGAR,
TIRUCHIRAPALLI-620002,TAMIL NADU.

Dear **Mr.HARI GANESH S,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF - QA**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.

2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.

3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.

4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.

5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **24-Sep-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	17 Sep 2022
Name :	Hari Ganesh S	Place :	Tiruchirapalli

cognizant

Letter of Intent (LOI)

Superset ID: 3350906

Date: September 30, 2022

Dear HARINI V S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



cognizant

Letter of Intent (LOI)

Superset ID: 2845694

Date: September 30, 2022

Dear Harsheetha RC,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Harsheetha



BNP PARIBAS

The bank for a changing world

Strictly Private & Confidential

Harshini Govindan

January 23, 2023

Dear **Harshini**,

Internship Letter ("Agreement")

We are pleased to offer you a position as a Student Intern with **IT Department** of BNP Paribas India Solutions Pvt. Ltd (**"BNPP"**) in India on the terms and conditions set out in this Agreement.

For the purposes of this Agreement, an "**affiliate**" shall include any subsidiary or holding company of BNP Paribas.

1. Period of Internship

The term of your internship will be for a period of **5 Months**, commencing on **January 27, 2023** and ending on **June 27, 2023**. For the avoidance of doubt, the terms and conditions of internship set out herein will be effective from the date you commence your internship with BNPP.

2. Internship Allowance

2.1 You will receive an internship allowance of **INR 50,000** (less applicable deductions) per calendar month (pro-rated for any incomplete month of internship). You acknowledge and agree that you will not receive any other benefit (in cash or in kind) from BNPP.

2.2 You may be permitted, at the discretion of BNPP, to be absent from your internship for urgent personal reasons for a period not exceeding 10 working days, and no deduction from your internship allowance will be made provided you have obtained prior written permission from BNPP for such absence. For the avoidance of doubt, deduction from your internship allowance will be made in respect of any unauthorized absence.

3. Place of Internship

Your place of internship will be at our offices in **Chennai** or such other location(s) within India as BNPP may require from time to time. During the course of your internship with BNPP, you may be assigned to any current or future divisions or departments of BNPP or its affiliates. You may also be required to travel within India or overseas as BNPP may request from time to time.

4. Hours of Internship

4.1 Your core internship hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday (including half an hour lunch break). Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). BNPP reserves the right to adjust the internship hours at its discretion.

4.2 From time to time you may be required to perform your internship duties outside the abovementioned core hours in order to meet our business needs and your individual objectives. You acknowledge and agree that you will not receive additional payment for any internship duties you perform outside of the abovementioned core hours.

Harshini

5. Confidentiality Obligations

5.1 At any time during your internship with BNPP and after termination of your internship with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

5.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your internship.

5.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your internship, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your internship shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

6. Restrictions on Intern

6.1 During your internship with BNPP and for a period of 6 months after the termination of your internship with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your internship with BNPP during the period of 12 months immediately preceding the date of termination of your internship, or have any business dealings with any such clients, customers, suppliers or agents.

6.2 You agree that the restrictions contained in clause 6.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

6.3 The restrictions set out in clause 6 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

Harshini. Harshini.

7. Termination

7.1 BNPP may terminate this Agreement by giving 15 days' prior written notice or payment in lieu of 15 days' notice to you.

7.2 You may terminate this Agreement by giving 15 days' prior written notice to BNPP. In the event of your resignation, BNPP may terminate your internship immediately by making a payment in lieu of the remaining notice period.

7.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws.

8. Other Conditions

8.1 You acknowledge and agree that during your internship with BNPP:

(a) You must not (save with the prior written consent of BNPP) directly or indirectly, and whether on your own behalf or in conjunction with or on behalf of any other person, be employed, engaged, concerned or interested in any other business or occupation, whether within India or elsewhere; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

8.2 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

8.3 BNPP reserves the right to vary any terms and conditions of your internship from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other applicable policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion, and BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines.

9. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your internship, for the purpose of BNPP's administration and management of its staff and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's Privacy Policy Statement & Personal Information Collection Statement for further details relating to data privacy.

10. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

Harshini.

Harshini.

11. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

12. Governing Law and Jurisdiction

This Agreement and all aspects of your internship shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and you shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 3.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory references about you from your college;
- You successfully complete background checks to the satisfaction of BNPP. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You will not be in breach of any contractual obligation from any other persons and are available to commence internship with BNPP on or before the commencement date mentioned in clause 1; and
- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd

Agalya NANDAKUMAR
Vice President - Human Resources

Waheedha CADER
Manager - Human Resources

I have read and agree to the terms and conditions above.

Dated this ...27th... day of ....January... 2023.

Harshini.

.....

Harshini Govindan

Harshini.

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Letter of Intent (LOI)

Superset ID: 2929612

Date: September 30, 2022

Dear Jayalakshmi Srinivasan,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

C. Sreekumar



13-Jan-2023

Candidate ID: 24198094

Johan Kingsly M
B.E. Electronics & Communication Engineering
Saranathan College of Engineering, Tiruchirappalli

Dear **Johan Kingsly M**,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.

- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

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• Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

• There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

• During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

• Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:
• Your Pan Card
• Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:
• 2 Passport sized Photographs preferably with a Grey / White background
• Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature: **Date:** 15-01-2023

13-Jan-2023

Candidate ID: 24194597

M P Kaviya
B.E. Electronics & Communication Engineering
Saranathan College of Engineering, Tiruchirappalli

Dear **M P Kaviya,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months.** Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.

- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

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Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

- There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

- During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:

- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature: M.P.K.

Date: 15/2/23

cognizant

Letter of Intent (LOI)

Superset ID: **2929893**

Date: **September 30, 2022**

Dear **Kavya Murali,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

M Kay.



TECH
mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2172644 / ELTP-CAMPUS / 2023

15-Dec-2022

Subject: Letter of Intent

Dear Kaviya,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 3 (Three) months** from the date of joining.
- You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

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K. Ki

TECH
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Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **30-Jun-2023** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Krishna Ramaswamy

Head - Resource Management Group

K. K
K. K

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Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India

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Annexure - A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

K.K
K.K

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Annexure - B

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	**312206**
Additional Benefits....(B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ----(A) + (B)	**325000**

^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) **Gratuity** : As per Payment of Gratuity Act

ii) Insurance

a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident

K.K

K.K

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-204

Kavya A
Trichy.

Email: kavyachitra2001@gmail.com

Dear **Kavya A**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months. Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

I accept the offer

(14.11.22).

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Kavya A,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

I accept the offer.

(14.11.22)

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

I accept the offer

(14.11.22).

BNP PARIBAS

The bank for a changing world

Strictly Private & Confidential

Kawsika S

January 23, 2023

Dear **Kawsika,**

Internship Letter ("Agreement")

We are pleased to offer you a position as a Student Intern with **IT Department** of BNP Paribas India Solutions Pvt. Ltd (**"BNPP"**) in India on the terms and conditions set out in this Agreement.

For the purposes of this Agreement, an **"affiliate"** shall include any subsidiary or holding company of BNP Paribas.

1. Period of Internship

The term of your internship will be for a period of **5 Months**, commencing on **January 27, 2023** and ending on **June 27, 2023**. For the avoidance of doubt, the terms and conditions of internship set out herein will be effective from the date you commence your internship with BNPP.

2. Internship Allowance

2.1 You will receive an internship allowance of **INR 50,000** (less applicable deductions) per calendar month (pro-rated for any incomplete month of internship). You acknowledge and agree that you will not receive any other benefit (in cash or in kind) from BNPP.

2.2 You may be permitted, at the discretion of BNPP, to be absent from your internship for urgent personal reasons for a period not exceeding 10 working days, and no deduction from your internship allowance will be made provided you have obtained prior written permission from BNPP for such absence. For the avoidance of doubt, deduction from your internship allowance will be made in respect of any unauthorized absence.

3. Place of Internship

Your place of internship will be at our offices in **Chennai** or such other location(s) within India as BNPP may require from time to time. During the course of your internship with BNPP, you may be assigned to any current or future divisions or departments of BNPP or its affiliates. You may also be required to travel within India or overseas as BNPP may request from time to time.

4. Hours of Internship

4.1 Your core internship hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday (including half an hour lunch break). Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). BNPP reserves the right to adjust the internship hours at its discretion.

4.2 From time to time you may be required to perform your internship duties outside the abovementioned core hours in order to meet our business needs and your individual objectives. You acknowledge and agree that you will not receive additional payment for any internship duties you perform outside of the abovementioned core hours.

S. Kawsika

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5. Confidentiality Obligations

5.1 At any time during your internship with BNPP and after termination of your internship with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

5.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your internship.

5.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your internship, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your internship shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

6. Restrictions on Intern

6.1 During your internship with BNPP and for a period of 6 months after the termination of your internship with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your internship with BNPP during the period of 12 months immediately preceding the date of termination of your internship, or have any business dealings with any such clients, customers, suppliers or agents.

6.2 You agree that the restrictions contained in clause 6.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

S. Kawsika

6.3 The restrictions set out in clause 6 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

S. kawsika

7. Termination

7.1 BNPP may terminate this Agreement by giving 15 days' prior written notice or payment in lieu of 15 days' notice to you.

7.2 You may terminate this Agreement by giving 15 days' prior written notice to BNPP. In the event of your resignation, BNPP may terminate your internship immediately by making a payment in lieu of the remaining notice period.

7.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws.

8. Other Conditions

8.1 You acknowledge and agree that during your internship with BNPP:

(a) You must not (save with the prior written consent of BNPP) directly or indirectly, and whether on your own behalf or in conjunction with or on behalf of any other person, be employed, engaged, concerned or interested in any other business or occupation, whether within India or elsewhere; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

8.2 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

8.3 BNPP reserves the right to vary any terms and conditions of your internship from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other applicable policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion, and BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines.

9. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your internship, for the purpose of BNPP's administration and management of its staff and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's Privacy Policy Statement & Personal Information Collection Statement for further details relating to data privacy.

10. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

S. kawsika

S kawsika

BNP PARIBAS

The bank for a changing world

11. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

12. Governing Law and Jurisdiction

This Agreement and all aspects of your internship shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and you shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 3.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory references about you from your college;
- You successfully complete background checks to the satisfaction of BNPP. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You will not be in breach of any contractual obligation from any other persons and are available to commence internship with BNPP on or before the commencement date mentioned in clause 1; and
- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd

Agalya NANDAKUMAR
Vice President - Human Resources

Waheedha CADER
Manager - Human Resources

I have read and agree to the terms and conditions above.

Dated this ....17.... day of ....January.... 2023.

S. kawsika

.....

Kawsika S

FACE Prep

March 1,2023

Mr. KEVIN CARLOS JOY. J
kevinjoy1207@gmail.com
Candidate Id: DS20230005

Dear KEVIN CARLOS JOY. J,

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Technical Mentor in our Skill Development Division.**

1. You will be governed by Terms & Conditions of employment and company policies of FACE Prep.
2. You will report to **Mr. Tamilarasan G (Senior Product Consultant)** or anyone whom he may depute.
3. Your date of joining will be **March 15, 2023.** Your base location will be **Coimbatore.**
4. You will join us for an **Initial Learning Training Program (ILTP)** from your date of joining until your academic commitments are completed successfully. During this period, you will be paid a stipend of **Rs.21,000/-**
5. On successful completion of your academic commitments, your three-month probation will begin. The probation period may be shortened based on your performance in the ILTP phase.
6. On successful completion of your probation, your CTC will be revised to **Rs. 5,09,726/-** The break- up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as travel, food, accommodation etc. will be reimbursed asper the company policy.
7. Your notice period during ILTP & probation period is 15 days. Upon successful completion of probation, a notice period of 90 days will be effective by either party. Should the management feel that your performance during your employment is not satisfactory; the same may be terminated with immediate effect.
8. You work timings will be a pre-agreed time slot of 8.5 hours in duration per day. In case if you are required to work on a holiday due to business requirements, you will be entitled for a compensatory off.
9. You will not be eligible for any earned leaves during your probation period and upon successful completion of your probation you will be eligible for 2.5 days earned leave (EL) per month as per the EL policy. You will also be eligible for 14 holidays as per the policy which will be prorated as per your date of joining.
10. You will have to use your own laptop and the internet connection.
11. This letter is a communication of an employment offer and is not a letter of appointment. Your letter of appointment will be issued after your joining. You are required to submit signed copy of this letter on date of joining. Non-submission of the same will be treated as non-acceptance of this offer.

FACE Prep

Annexure I: Annual Compensation Break up			
Name	Mr. KEVIN CARLOS JOY. J	Position & Department	Technical Mentor
#	**Compensation Head**		**Annual (in INR)**
1	Basic Pay		1,60,000
2	House Rent Allowance		64,000
3	Medical Allowance		15,000
4	Conveyance Allowance		19,200
5	Provident Fund (Employer Contribution)		21,600
6	Special Allowance		1,20,200
	Total Fixed Pay		**4,00,000**
7	Gratuity		7,692
	Total Retirement Benefits		**7,692**
8	Medical Insurance Premium		1,310
9	Accidental Insurance Premium		724
	Total Other Benefits		**2,034**
10	Performance Linked Pay		1,00,000
	Total Variable Pay		**1,00,000**
	Total Cost to Company		**5,09,726**

Note:

1. *Performance Linked Pay (PLP) (Monthly / Quarterly)
- Performance Linked Pay will be paid out Monthly / Quarterly.
- Any Associate who has worked till the last working day of the period in consideration will receive this payout irrespective of the resignation date or last working date.
- For Sales Associates who have a target-based PLP (Monthly / Quarterly), the same will be paid out based on target achievement as on the Last Working Date of the Associate (The Payout will happen irrespective of the resignation date or last working date).

2. Indicative Value and Actual Payout Value
-The PLP or ARB mentioned in your Compensation Structure is an Indicative Value and refers to the maximum eligible PLP or ARB that you are entitled for.
-The Actual Payout Value depends on various factors including your individual performance, your team/unit performance and the overall company performance.

1. Insurance Details

- All associates will be covered under the company group accidental insurance policies for Life Cover (Rs.10,00,000)
- Full time associates will be eligible Medical Cover (Rs.2,00,000 per annum).
- The premium details are mentioned above

2. Employees will be eligible for gratuity as per the Gratuity Act 1972 which mandates that an employee has to serve minimum of 5 years to be eligible for the same.

Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

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

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Manoj Kumar M,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-207

Manoj Kumar M
Trichy.

Email: vipmanojkumar54093@gmail.com

Dear **Manoj Kumar M**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months. Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only).**

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

iLink Systems Private Limited

Office 7 & 8 First Level,
ELCOT IT PARK,
Navalpattu,Trichy-620026

Phone: +91 4312580309
www.ilink-systems.com

iLink Systems
Thinking Beyond

30/12/2022

WELCOME LETTER

Dear Manoj Kumar M,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

iLink Systems
Thinking Beyond

30/12/2022
IL-Tri-Con-207

Manoj Kumar M

Trichy

Email: vipmanojkumar54093@gmail.com

Dear **Manoj Kumar M**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant roleat **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months.
Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Ten Thousand Only Only)**.

Your joining date will be on or before **23/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character, and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

P. MEENATCHI

cognizant

Letter of Intent (LOI)

Superset ID: 3384955

Date: September 30, 2022

Dear Meenatchi P,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



P. Meenatchi

ZENTRON LABS

October 7, 2022

Mr. Mohamed Riyas. A. B
Saranathan College of Engineering,
Trichy – 620012

Dear Riyas,

Subject: Offer letter for the position of Graduate Engineer Trainee.

We are pleased to offer you employment at Zentron Labs as *Graduate Engineer Trainee*. We extend this offer and the opportunity it presents, with confidence in your abilities. You made a favorable impression with us, and we are excited about the prospect of you joining our company.

Please find enclosed the details of our offer. Your joining date is July 1, 2023. Please confirm your acceptance of our offer latest by October 9, 2022.

The validity of this offer is contingent on the successful verification of the documents, certificates & experience furnished by you along with your resume.

We take great pleasure in welcoming you to the Zentron family and sincerely hope that your period of service with us will be long, pleasant, and successful.

In case of any clarifications, please feel free to contact us.

Thanking you,

Cordially,
for **Zentron Labs Pvt Ltd.**

R. Krishnan

Krishnan R
Founder CEO

Accepted By

Mohamed Riyas

Mohamed Riyas A B

Mohamed Riyas

ZENTRON LABS

Offer letter annexure dated October 7, 2022.

	Employee Name	**Mr. Mohamed Riyas A B**
	Date of Joining	**July 1, 2023**
	Designation	**Graduate Engineer Trainee**
	Fixed Compensation	**Amount in INR**
I	Basic	2,00,000
	HRA	80,000
	Medical Allowance	15,000
	Conveyance Allowance	19,200
	Special Allowance	1,14,200
	Annualized Fixed CTC	**4,28,400**
II	**Performance bonus:** Paid on a quarterly basis during the financial year, based on Individual, and company performance.	**50,000**
III	**Employer statutory benefits:** Employer provident fund	**21,600**
	Estimated Annualized CTC (I+II+III) **(In words - Rupees Five Lakhs only)**	**5,00,000**

***for* Zentron Labs Pvt Ltd.**

R. Krishnan

Krishnan R
Founder CEO

Mohamed Riyas

Mohamed Riyas A B

Mohamed Riyas

ZENTRON LABS

October 7, 2022

To
Mr. Mohamed Riyas A B.
Saranathan College of Engineering,
Trichy – 620012.

Dear Mohamed Riyas A B,

Subject: Offer of Internship

We are pleased to offer you the position of intern at Zentron Labs Pvt Ltd ("Zentron Labs"). Your internship period will be from **January 1, 2023, up to June 30, 2023.**

You will be treated as an employee during this period with regard to your privileges and policies. Zentron Labs employee rules and regulations, policies and procedures shall apply, including the requirement to sign an employee confidentiality agreement, and an intellectual property Assignment Agreement which, among other things, assigns all innovations and other intellectual property developed, conceived, or reduced to practice within the scope of the Internship, to Zentron Labs.

Your internship will be considered temporary employment with the company. A stipend of **Rs.10,000 (INR. Ten thousand only)** per month shall be paid to you during the regular internship period, as per the policy of the company.

Your initial designated place of work will be Trichy and can be changed based on Business needs.

Sincerely,
for Zentron Labs Private Ltd.

R. Krishnan

Krishnan R
Founder CEO

Mohamed Riyas

Mohamed Riyas A B

Mohamed Riyas

cognizant

Letter of Intent (LOI)

Superset ID: 3386106

Date: September 30, 2022

Dear NANDHINI MANIVANNAN,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

M. Nandhini

BNP PARIBAS

The bank for a changing world

Strictly Private & Confidential

Nivedha R

January 23, 2023

Dear **Nivedha**,

Internship Letter ("Agreement")

We are pleased to offer you a position as a Student Intern with **IT Department** of BNP Paribas India Solutions Pvt. Ltd ("**BNPP**") in India on the terms and conditions set out in this Agreement.

For the purposes of this Agreement, an "**affiliate**" shall include any subsidiary or holding company of BNP Paribas.

1. Period of Internship

The term of your internship will be for a period of **5 Months**, commencing on **January 27, 2023** and ending on **June 27, 2023**. For the avoidance of doubt, the terms and conditions of internship set out herein will be effective from the date you commence your internship with BNPP.

2. Internship Allowance

2.1 You will receive an internship allowance of **INR 50,000** (less applicable deductions) per calendar month (pro-rated for any incomplete month of internship). You acknowledge and agree that you will not receive any other benefit (in cash or in kind) from BNPP.

2.2 You may be permitted, at the discretion of BNPP, to be absent from your internship for urgent personal reasons for a period not exceeding 10 working days, and no deduction from your internship allowance will be made provided you have obtained prior written permission from BNPP for such absence. For the avoidance of doubt, deduction from your internship allowance will be made in respect of any unauthorized absence.

3. Place of Internship

Your place of internship will be at our offices in **Chennai** or such other location(s) within India as BNPP may require from time to time. During the course of your internship with BNPP, you may be assigned to any current or future divisions or departments of BNPP or its affiliates. You may also be required to travel within India or overseas as BNPP may request from time to time.

4. Hours of Internship

4.1 Your core internship hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday (including half an hour lunch break). Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). BNPP reserves the right to adjust the internship hours at its discretion.

4.2 From time to time you may be required to perform your internship duties outside the abovementioned core hours in order to meet our business needs and your individual objectives. You acknowledge and agree that you will not receive additional payment for any internship duties you perform outside of the abovementioned core hours.

R. Nivedha

R. Nivedha

5. Confidentiality Obligations

5.1 At any time during your internship with BNPP and after termination of your internship with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"Confidential Information" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

5.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your internship.

5.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your internship, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your internship shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

6. Restrictions on Intern

6.1 During your internship with BNPP and for a period of 6 months after the termination of your internship with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your internship with BNPP during the period of 12 months immediately preceding the date of termination of your internship, or have any business dealings with any such clients, customers, suppliers or agents.

6.2 You agree that the restrictions contained in clause 6.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

R. Nivedha

6.3 The restrictions set out in clause 6 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

R. Nivedha

7. Termination

7.1 BNPP may terminate this Agreement by giving 15 days' prior written notice or payment in lieu of 15 days' notice to you.

7.2 You may terminate this Agreement by giving 15 days' prior written notice to BNPP. In the event of your resignation, BNPP may terminate your internship immediately by making a payment in lieu of the remaining notice period.

7.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws.

8. Other Conditions

8.1 You acknowledge and agree that during your internship with BNPP:

(a) You must not (save with the prior written consent of BNPP) directly or indirectly, and whether on your own behalf or in conjunction with or on behalf of any other person, be employed, engaged, concerned or interested in any other business or occupation, whether within India or elsewhere; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

8.2 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

8.3 BNPP reserves the right to vary any terms and conditions of your internship from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other applicable policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion, and BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines.

9. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your internship, for the purpose of BNPP's administration and management of its staff and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's Privacy Policy Statement & Personal Information Collection Statement for further details relating to data privacy.

10. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

R. Nivedha

R. Nivedha

11. **Entire Agreement**

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

12. **Governing Law and Jurisdiction**

This Agreement and all aspects of your internship shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and you shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 3.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory references about you from your college;
- You successfully complete background checks to the satisfaction of BNPP. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You will not be in breach of any contractual obligation from any other persons and are available to commence internship with BNPP on or before the commencement date mentioned in clause 1; and
- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd

Agalya NANDAKUMAR
Vice President - Human Resources

Waheedha CADER
Manager - Human Resources

I have read and agree to the terms and conditions above.

Dated this 27 day of JANUARY 2023.

R. Nivedha

Nivedha R

R. Nivedha

iLink Systems
Thinking Beyond

14/11/2022

WELCOME LETTER

Dear Poojapriyadharshini A,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

A. Poojapriyadharshini
(I accept the offer)

iLink Systems
Thinking Beyond

14/11/2022

IL-Tri-Con-209

Poojapriyadharshini A
Trichy.

Email: dharshipooja18@gmail.com

Dear **Poojapriyadharshini A**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months.
Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

A. Poojapriyadharshini
(I accept the offer)

iLink Systems
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

A. Poojapriyadharshini
(I accept the offer)

13-Jan-2023

Candidate ID: 24198057

Prasannavenkatesh B
B.E. Electronics & Communication Engineering
Saranathan College of Engineering, Tiruchirappalli

Dear **Prasannavenkatesh B,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.

- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

- There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

- During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification:**
- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities:**
- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature: **Date:** 24/2/2023

B Prasa

Talent pace
Outcome Delivering IT Company

Letter of Appointment

Date: 22nd November, 2022

Dear Renganathan A,

Greetings from the Innovative and Dynamic team of TalentPace and welcome aboard.

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you an appointment as "**Software Engineer**" on the following terms and conditions:

JOINING DATE

Your Joining date will be informed later by the company subjected to your academic completion.

SALARY

Your CTC is Rs. 1,50,000/- per annum as per the attached "Annexure-A" for probation period and after probation period your CTC will be revised to Rs. 3,00,000/- per annum as per the attached "Annexure-B".

LEAVE

You will be entitled to take leave as per the provisions of company's policy.

TRANSFER

Your service is liable to be transferred to any place in India or abroad as per the company's need & policy.

WORKING HOURS

Your working hours will be as per the organization requirement which will be in force from time to time.

PROBATION

a) You shall be on probation for a period of 6 months.
b) During the probation period, if your performance is not satisfactory, the management reserves the right to terminate your service without assigning any reason thereof or without any notice or notice pay thereof.
c) The management also reserves the right to extend the probation period if your performance is not satisfactory.
d) After successful completion of probation, if your performance is satisfactory, your appointment shall be confirmed, in writing, by the management.

NOMINATION OF LEGAL HEIRS

Please fill and return the enclosed Provident Fund forms and Nomination form. In case of any change in the nomination due to changes in circumstances or any other reasons, you should inform the same to the company immediately.

Talent pace
Outcome Delivering IT Company

SERVICE CONDITIONS

a) You shall perform the duties and carry out the assignments entrusted to you from time to time efficiently, sincerely and to the best of your ability and capacity upto the satisfaction of the project expectations as defined in the KRA and assessed periodically

b) We shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you an increment or promotion to higher grade or terminating your services.

c) You will retire from the company's services on reaching the age of 58 years.

d) Your services are liable to be transferred from one establishment, department or division of the company to the other anywhere in India, at the discretion of the Management.

e) You will be required to undergo medical examination during your tenure with the company. Your continuance in employment would depend on your remaining medically fit.

f) You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.

g) You will be required to sign a NDA specific to the project in which you are working in the interest of the company

h) During the course of your employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as our employees.

i) You shall communicate to the Management any change in your residential address, local and permanent.

j) The company shall be entitled to terminate your services without notice on any of the following grounds :

   a) You are convicted of a criminal offence by a competent Court of Law / Authority;

   b) You are found guilty of committing breach of any of the conditions of the employment or rules and regulations of the organization;

   c) If you misbehave, disobey or refuse to carry out the work orders of your Superior/Management or are irregular in attendance.

   d) If you are declared medically unfit by the medical practitioner appointed by the Company.

k) If you leave the organization within one year from the date of joining, you are liable to pay the cost of the trainings and certifications spent by the company.

l) You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.

m) Any dispute arising out of this employment shall be referred to the legal jurisdiction of Bangalore courts only.

Talent pace
Outcome Delivering IT Company

PERIOD OF NOTICE

After confirmation, your services are terminable without assigning any reason, by giving 3 month's notice in writing. The management reserves the right to shorten the notice period by paying the prorated amount for the balance period of the set 3 months. In the event of you decide to resign from the company, you have to serve notice for a period of 3 months. However, the company has the right to decide on the time/period of relieving depending upon the exigencies of the project / assignment.

Kindly go through the contents and return the duplicate copy of this letter duly signed by you as token of your acceptance for the terms and conditions mentioned herein. We welcome you on board and wish you all the very best in your new assignment.

Sincerely Yours,
For TALENTPACE PVT. LTD.



Ms. Neetisha Sharma

HR Manager

Talent pace
Outcome Delivering IT Company

Annexure-A

Salary Structure		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	2,121.00	25,452.00
Total	**10,971.00**	**1,31,652.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
ESI(Employer Contribution)	357.00	4,284.00
Gratuity	192.00	2,304.00
Health Insurance	500.00	6,000.00
Total Benefits	1,529.00	18,348.00
Total CTC	**12,500.00**	**1,50,000.00**

Talent pace
Outcome Delivering IT Company

Annexure-B

Salary Structure – After Probation		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	14,980.00	1,79,760.00
Total	**23,830.00**	**2,85,960.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
Health Insurance	500.00	6,000.00
Gratuity	192.00	2,304.00
Total Benefits	1172.00	14,064.00
Total CTC	**25,002.00**	**3,00,024.00**

DECLARATION

I have carefully read the above terms and conditions and that they are acceptable to me in full.

Name: **Renganathan A**

Signature& Date: A. Rathan 25-11-22

cognizant

Letter of Intent (LOI)

Superset ID: 3386848

Date: September 30, 2022

Dear Roshana Susairaj,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

V. S. Rao

iLink Systems
Thinking Beyond

30/12/2022
IL-Tri-Con-210

Sakthi Neelambari R

Trichy

Email: sakthi29052@gmail.com

Dear **Sakthi Neelambari R**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant roleat **iLink Systems Private Limited**, Trichy ('Company') for a period of 6 months. Your work location will be based out of our office in Trichy at iLink Systems Pvt. Ltd Office Area 7 & 8, First Level, ELCOT IT Park, Navalpattu, Trichy – 620026. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Ten Thousand Only Only)**.

Your joining date will be on or before **23/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character, and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

R. Sakthi Neelambari

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized color photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

iLink Systems
Thinking Beyond

30/12/2022

WELCOME LETTER

Dear Sakthi Neelambari R,

Welcome to the iLink family. We are excited to extend you an offer to join us as Consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Systems.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operations Officer

R. Sakthi Neelambari

Internship at Accord

3 messages

Neelima K @ AGTSPL <neelima.k@accord-soft.com> Mon, 28 Nov 2022 at 9:24 am
To: shruthikavitha600@gmail.com <shruthikavitha600@gmail.com>
Cc: Manjunatha M N @ AGTSPL <manjunatha.mn@accord-soft.com>, Divya MR @ ASSPL <divya.mr@accord-soft.com>, Pratheek T K @ ASSPL <pratheek.tk@accord-soft.com>

Hello Sruthi,

Further to the discussion we had, You will be carrying out your internship from February 01, 2023, as formality please fill and share the Personal information form attached here with.

Also, please arrange to send the below document as early as possible

Scan copy of the following documents to sent before the date of joining:

1. Original letter from the college for pursuing internship at Accord, with duration specified in the letter.
2. Photo copies of marks sheet from 10th till latest degree.
3. Photo copies of PAN card (Mandatory), Aadhar card (Mandatory) and passport.
4. 2 passport size photographs

Instructions:

1. Your Internship can be carried out by working from home
2. Accord does not provide any stipend to the student
3. Additionally, the project student may require to sign a Non- disclosure agreement / confidentiality agreement with Accord.
4. All patents / copyrights / Intellectual property, if any, developed during the course of the project work / internship will belong to Accord.
5. At the completion of the project / internship- all materials, data issued to the student needs to be returned as part of clearance procedure.

Let us know for any clarification with this regard.

Thanks & Regards;

Neelima K

Executive HR

Talent pace
Outcome Delivering IT Company

Letter of Appointment

Date: 22nd November, 2022

Dear Siddiq.A,

Greetings from the Innovative and Dynamic team of TalentPace and welcome aboard.

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you an appointment as "**Software Engineer**" on the following terms and conditions:

JOINING DATE

Your Joining date will be informed later by the company subjected to your academic completion.

SALARY

Your CTC is Rs. 1,50,000/- per annum as per the attached "Annexure-A" for probation period and after probation period your CTC will be revised to Rs. 3,00,000/- per annum as per the attached "Annexure-B".

LEAVE

You will be entitled to take leave as per the provisions of company's policy.

TRANSFER

Your service is liable to be transferred to any place in India or abroad as per the company's need & policy.

WORKING HOURS

Your working hours will be as per the organization requirement which will be in force from time to time.

PROBATION

a) You shall be on probation for a period of 6 months.
b) During the probation period, if your performance is not satisfactory, the management reserves the right to terminate your service without assigning any reason thereof or without any notice or notice pay thereof.
c) The management also reserves the right to extend the probation period if your performance is not satisfactory.
d) After successful completion of probation, if your performance is satisfactory, your appointment shall be confirmed, in writing, by the management.

NOMINATION OF LEGAL HEIRS

Please fill and return the enclosed Provident Fund forms and Nomination form. In case of any change in the nomination due to changes in circumstances or any other reasons, you should inform the same to the company immediately.

SERVICE CONDITIONS

a) You shall perform the duties and carry out the assignments entrusted to you from time to time efficiently, sincerely and to the best of your ability and capacity upto the satisfaction of the project expectations as defined in the KRA and assessed periodically

b) We shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you an increment or promotion to higher grade or terminating your services.

c) You will retire from the company's services on reaching the age of 58 years.

d) Your services are liable to be transferred from one establishment, department or division of the company to the other anywhere in India, at the discretion of the Management.

e) You will be required to undergo medical examination during your tenure with the company. Your continuance in employment would depend on your remaining medically fit.

f) You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.

g) You will be required to sign a NDA specific to the project in which you are working in the interest of the company

h) During the course of your employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as our employees.

i) You shall communicate to the Management any change in your residential address, local and permanent.

j) The company shall be entitled to terminate your services without notice on any of the following grounds :

   a) You are convicted of a criminal offence by a competent Court of Law / Authority;

   b) You are found guilty of committing breach of any of the conditions of the employment or rules and regulations of the organization;

   c) If you misbehave, disobey or refuse to carry out the work orders of your Superior/Management or are irregular in attendance.

   d) If you are declared medically unfit by the medical practitioner appointed by the Company.

k) If you leave the organization within one year from the date of joining, you are liable to pay the cost of the trainings and certifications spent by the company.

l) You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.

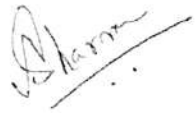
m) Any dispute arising out of this employment shall be referred to the legal jurisdiction of Bangalore courts only.

PERIOD OF NOTICE

After confirmation, your services are terminable without assigning any reason, by giving 3 month's notice in writing. The management reserves the right to shorten the notice period by paying the prorated amount for the balance period of the set 3 months. In the event of you decide to resign from the company, you have to serve notice for a period of 3 months. However, the company has the right to decide on the time/period of relieving depending upon the exigencies of the project / assignment.

Kindly go through the contents and return the duplicate copy of this letter duly signed by you as token of your acceptance for the terms and conditions mentioned herein. We welcome you on board and wish you all the very best in your new assignment.

Sincerely Yours,
For TALENTPACE PVT. LTD.



Ms. Neetisha Sharma

HR Manager

Talent pace
Outcome Delivering IT Company

Annexure-A

Salary Structure		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	2,121.00	25,452.00
Total	**10,971.00**	**1,31,652.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
ESI(Employer Contribution)	357.00	4,284.00
Gratuity	192.00	2,304.00
Health Insurance	500.00	6,000.00
Total Benefits	1,529.00	18,348.00
Total CTC	**12,500.00**	**1,50,000.00**

Talent pace
Outcome Delivering IT Company

Annexure-B

Salary Structure – After Probation		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	14,980.00	1,79,760.00
Total	**23,830.00**	**2,85,960.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
Health Insurance	500.00	6,000.00
Gratuity	192.00	2,304.00
Total Benefits	1172.00	14,064.00
Total CTC	**25,002.00**	**3,00,024.00**

DECLARATION

I have carefully read the above terms and conditions and that they are acceptable to me in full.

Name: **Siddiq.A**

Signature& Date: A. S + 25/11/2022

cognizant

Letter of Intent (LOI)

Superset ID: 2928358

Date: September 30, 2022

Dear Sivetha S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



S.Sivetha

cognizant

Letter of Intent (LOI)

Superset ID: 3384663

Date: September 30, 2022

Dear SNEKA M S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



BNP PARIBAS

The bank for a changing world

Strictly Private & Confidential

Sravani Sowmya Shri J

January 23, 2023

Dear **Sravani Sowmya Shri,**

Internship Letter ("Agreement")

We are pleased to offer you a position as a Student Intern with **IT Department** of BNP Paribas India Solutions Pvt. Ltd (**"BNPP"**) in India on the terms and conditions set out in this Agreement.

For the purposes of this Agreement, an **"affiliate"** shall include any subsidiary or holding company of BNP Paribas.

1. Period of Internship

The term of your internship will be for a period of **5 Months**, commencing on **January 27, 2023** and ending on **June 27, 2023**. For the avoidance of doubt, the terms and conditions of internship set out herein will be effective from the date you commence your internship with BNPP.

2. Internship Allowance

2.1 You will receive an internship allowance of **INR 50,000** (less applicable deductions) per calendar month (pro-rated for any incomplete month of internship). You acknowledge and agree that you will not receive any other benefit (in cash or in kind) from BNPP.

2.2 You may be permitted, at the discretion of BNPP, to be absent from your internship for urgent personal reasons for a period not exceeding 10 working days, and no deduction from your internship allowance will be made provided you have obtained prior written permission from BNPP for such absence. For the avoidance of doubt, deduction from your internship allowance will be made in respect of any unauthorized absence.

3. Place of Internship

Your place of internship will be at our offices in **Chennai** or such other location(s) within India as BNPP may require from time to time. During the course of your internship with BNPP, you may be assigned to any current or future divisions or departments of BNPP or its affiliates. You may also be required to travel within India or overseas as BNPP may request from time to time.

4. Hours of Internship

4.1 Your core internship hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday (including half an hour lunch break). Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). BNPP reserves the right to adjust the internship hours at its discretion.

4.2 From time to time you may be required to perform your internship duties outside the abovementioned core hours in order to meet our business needs and your individual objectives. You acknowledge and agree that you will not receive additional payment for any internship duties you perform outside of the abovementioned core hours.

J. Sravani Sowmya Shri

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5. Confidentiality Obligations

5.1 At any time during your internship with BNPP and after termination of your internship with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

5.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your internship.

5.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your internship, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your internship shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

6. Restrictions on Intern

6.1 During your internship with BNPP and for a period of 6 months after the termination of your internship with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your internship with BNPP during the period of 12 months immediately preceding the date of termination of your internship, or have any business dealings with any such clients, customers, suppliers or agents.

6.2 You agree that the restrictions contained in clause 6.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

6.3 The restrictions set out in clause 6 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

J. Sravani Sowmya Shri

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7. Termination

7.1 BNPP may terminate this Agreement by giving 15 days' prior written notice or payment in lieu of 15 days' notice to you.

7.2 You may terminate this Agreement by giving 15 days' prior written notice to BNPP. In the event of your resignation, BNPP may terminate your internship immediately by making a payment in lieu of the remaining notice period.

7.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws.

8. Other Conditions

8.1 You acknowledge and agree that during your internship with BNPP:

(a) You must not (save with the prior written consent of BNPP) directly or indirectly, and whether on your own behalf or in conjunction with or on behalf of any other person, be employed, engaged, concerned or interested in any other business or occupation, whether within India or elsewhere; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

8.2 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

8.3 BNPP reserves the right to vary any terms and conditions of your internship from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other applicable policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion, and BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines.

9. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your internship, for the purpose of BNPP's administration and management of its staff and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's Privacy Policy Statement & Personal Information Collection Statement for further details relating to data privacy.

10. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

J. Sravani Sowmya Sri

BNP PARIBAS

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11. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

12. Governing Law and Jurisdiction

This Agreement and all aspects of your internship shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and you shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 3.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory references about you from your college;
- You successfully complete background checks to the satisfaction of BNPP. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You will not be in breach of any contractual obligation from any other persons and are available to commence internship with BNPP on or before the commencement date mentioned in clause 1; and
- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd

Agalya NANDAKUMAR
Vice President - Human Resources

Waheedha CADER
Manager - Human Resources

I have read and agree to the terms and conditions above.

Dated this ...14..... day of ...February... 2023.

J. Sravani Sowmya Shri

Sravani Sowmya Shri J

NexTurn India Private Limited
1-30/45 Prashanthi Enclave, Kanajguda, Hyderabad – 500015, India
Mail ID: info@nexturn.com
Phone: +91 7993810031

To,
Mr./.Ms. R.SRISUDHARSSAN

Saranathan College of Engineering
Trichy - 620012
Mobile No.: 6380689591

e - mail: srisudharssan.s@gmail.com

Date: - 07-September-2022

Sub: Offer Letter

Dear R.SRISUDHARSSAN

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of **"Software Engineer-intern"** in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure "B" is integral part of this offer letter.

1. You will be appointed as **"Software Engineer-intern"** for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000 /-** per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a **"Software Engineer** "on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,

Bhaskar Vadlamani
Founder, COO & MD India

R.

(R SRISUDHARSSAN)
Signature & Name

cognizant

Letter of Intent (LOI)

Superset ID: 3387293

Date: September 30, 2022

Dear SUBAPREETHI B,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

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This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

B. Subapreethi



cognizant

Letter of Intent (LOI)

Superset ID: 2913943

Date: September 30, 2022

Dear Vaishnavi Karthikeyan,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

K. Vaishnavi



cognizant

Letter of Intent (LOI)

Superset ID: 3388942

Date: September 30, 2022

Dear Vasunthara K,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

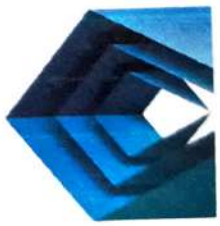
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

K. Vasunthara



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BNP PARIBAS

Strictly Private & Confidential

Vinodhini V

January 23, 2023

Dear **Vinodhini**,

Internship Letter ("Agreement")

We are pleased to offer you a position as a Student Intern with **IT Department** of BNP Paribas India Solutions Pvt. Ltd (**"BNPP"**) in India on the terms and conditions set out in this Agreement.

For the purposes of this Agreement, an **"affiliate"** shall include any subsidiary or holding company of BNP Paribas.

1. **Period of Internship**

The term of your internship will be for a period of **5 Months**, commencing on **January 27, 2023** and ending on **June 27, 2023**. For the avoidance of doubt, the terms and conditions of internship set out herein will be effective from the date you commence your internship with BNPP.

2. **Internship Allowance**

2.1 You will receive an internship allowance of **INR 50,000** (less applicable deductions) per calendar month (pro-rated for any incomplete month of internship). You acknowledge and agree that you will not receive any other benefit (in cash or in kind) from BNPP.

2.2 You may be permitted, at the discretion of BNPP, to be absent from your internship for urgent personal reasons for a period not exceeding 10 working days, and no deduction from your internship allowance will be made provided you have obtained prior written permission from BNPP for such absence. For the avoidance of doubt, deduction from your internship allowance will be made in respect of any unauthorized absence.

3. **Place of Internship**

Your place of internship will be at our offices in **Chennai** or such other location(s) within India as BNPP may require from time to time. During the course of your internship with BNPP, you may be assigned to any current or future divisions or departments of BNPP or its affiliates. You may also be required to travel within India or overseas as BNPP may request from time to time.

4. **Hours of Internship**

4.1 Your core internship hours are from 9:30 a.m. to 6:00 p.m., Monday to Friday (including half an hour lunch break). Your normal rest day will be Sunday (or such other day scheduled as a rest day). Saturday will normally be a contractual day off (unless an alternative contractual day off is scheduled). BNPP reserves the right to adjust the internship hours at its discretion.

4.2 From time to time you may be required to perform your internship duties outside the abovementioned core hours in order to meet our business needs and your individual objectives. You acknowledge and agree that you will not receive additional payment for any internship duties you perform outside of the abovementioned core hours.

V. Vinodhini V. Vinodhini

5. Confidentiality Obligations

5.1 At any time during your internship with BNPP and after termination of your internship with BNPP, you must not, without the prior written consent of BNPP, disclose or make use of any confidential information (as defined below) relating or belonging to BNPP or any of its affiliates, or their customers or clients.

"**Confidential information**" means details of customers and their requirements, details of suppliers and their terms of business, the prices charged to and terms of business with customers, marketing plans and sales forecasts, financial information, results and forecasts (save to the extent that these are included in published audited accounts), any proposals relating to the acquisition or disposal of a company or business or any part thereof or to any proposed expansion or contraction of activities, details of employees and officers and of the remuneration and other benefits paid to them, information relating to research activities, formulae and product lines, know-how, any information which you are told is confidential and any information which has been given to BNPP or any of its affiliates in confidence by customers, suppliers or other persons.

5.2 All notes, memoranda, records, lists of customers and suppliers and employees, correspondence, documents, computer and other discs and tapes, data listings, codes, designs and drawings and other documents and material whatsoever (whether made or created by you or otherwise) relating to the business of BNPP or any of its affiliates, and any copies of the same:

(a) Shall be and remain the property of BNPP or the relevant affiliate; and

(b) Shall be returned to BNPP or the relevant affiliate on demand and in any event upon termination of your internship.

5.3 All developments, productions, written work, inventions and improvements of inventions, whether patentable or not, made by you or to which you would have contributed in the course of your internship, and all industrial and intellectual property rights and copyrights made by you or to which you would have contributed in the course of your internship shall be and remain the exclusive property of BNPP or the relevant affiliate, and to the extent necessary you assign any potential rights relating thereto to BNPP. This includes without limitation all research and research products, "know-how" developed in whatever form and systems developments.

6. Restrictions on Intern

6.1 During your internship with BNPP and for a period of 6 months after the termination of your internship with BNPP, you must not, without the prior written consent of BNPP, directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person:

(a) solicit, engage, or otherwise endeavour to entice away any employees or agents of BNPP or any of its affiliates, or induce or persuade any such persons to cease working for, or representing, or doing business with BNPP or any of its affiliates;

(b) canvass, solicit, contact or approach any BNPP's or any of its affiliates' clients, customers, suppliers or agents with whom or which you had dealings in the course of your internship with BNPP during the period of 12 months immediately preceding the date of termination of your internship, or have any business dealings with any such clients, customers, suppliers or agents.

6.2 You agree that the restrictions contained in clause 6.1 above are reasonable and necessary for the protection of the legitimate interests of BNPP and its affiliates; however, in the event that any such restrictions are held to be void but would be valid if part of their wording were deleted or the period of application reduced or the geographical scope narrowed, such restriction shall apply with such modification as may be necessary to make it valid or effective.

6.3 The restrictions set out in clause 6 shall remain in full force and effect and survive the termination of this Agreement for any reason whatsoever.

V.Vinodhini

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7. Termination

7.1 BNPP may terminate this Agreement by giving 15 days' prior written notice or payment in lieu of 15 days' notice to you.

7.2 You may terminate this Agreement by giving 15 days' prior written notice to BNPP. In the event of your resignation, BNPP may terminate your internship immediately by making a payment in lieu of the remaining notice period.

7.3 Nothing in this Agreement shall otherwise limit either party's right to terminate this Agreement with or without notice in accordance with applicable laws.

8. Other Conditions

8.1 You acknowledge and agree that during your internship with BNPP:

(a) You must not (save with the prior written consent of BNPP) directly or indirectly, and whether on your own behalf or in conjunction with or on behalf of any other person, be employed, engaged, concerned or interested in any other business or occupation, whether within India or elsewhere; and

(b) You must not act in conflict with BNPP's best interests or your obligations to BNPP. If you become aware of any actual or potential conflict of interest, you must immediately disclose such conflict of interest to BNPP.

8.2 You acknowledge and agree that you shall be wholly and solely responsible for fulfilling all your tax obligations, including without limitation declaration and payment of all taxes arising from your professional and personal income, wherever and whenever they arise.

8.3 BNPP reserves the right to vary any terms and conditions of your internship from time to time, to the extent permitted under applicable laws. You are required to comply with the Code of Conduct, compliance policies, and any other applicable policies, procedures and guidelines as issued and/or amended by BNPP from time to time. Application of such policies, procedures and guidelines is at BNPP's discretion, and BNPP reserves the right to change, amend, supplement, withdraw or discontinue its policies, procedures and guidelines at its discretion in accordance with applicable laws. You are responsible for keeping yourself up-to-date with the latest version of these policies, procedures and guidelines.

9. Data Privacy

You consent to BNPP and any of its affiliates holding and processing the data it collects in relation to you in the course of your internship, for the purpose of BNPP's administration and management of its staff and its business and for compliance with applicable laws, regulations and procedures, and to the transfer, storage and processing of such data in and outside India.

Please refer to BNPP's Privacy Policy Statement & Personal Information Collection Statement for further details relating to data privacy.

10. Third Party Rights

No one other than a party to this Agreement shall have any right to enforce any of its terms.

V. Vinodhini

V. Vinodhini

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11. Entire Agreement

This Agreement constitutes the entire agreement between you and BNPP, and shall supersede any prior written or oral agreement or understanding between you and BNPP in relation to the matters dealt with herein. You acknowledge and agree that you are not entering into this Agreement in reliance on any representation, warranty or undertaking not expressly set out in this Agreement. No variations to the terms of this Agreement will be valid unless they are authorized in writing by BNPP.

12. **Governing Law and Jurisdiction**

This Agreement and all aspects of your internship shall be governed by and construed in accordance with the laws of India. In the event of any dispute, the matter shall be resolved in India and you shall submit to the exclusive jurisdiction of the courts of location as mentioned in clause 3.

This offer is conditional upon the following terms and may be withdrawn or rescinded without liability on the part of BNPP should any or all of them not be satisfied.

- BNPP receives satisfactory references about you from your college;
- You successfully complete background checks to the satisfaction of BNPP. In the event any matter is identified pursuant to such background checks which requires the consent of any regulatory authority, the offer is also subject to such consent;
- You will not be in breach of any contractual obligation from any other persons and are available to commence internship with BNPP on or before the commencement date mentioned in clause 1; and
- Your agreement to abide by the prescribed policies, procedures and guidelines of BNPP, as notified to you from time to time.

Please signify your agreement to the above by signing and returning the enclosed copy of this letter. This offer will be valid for 7 days from the date of this letter and will lapse if you have not returned an original signed copy of this letter to us on or before such expiry date.

Yours sincerely,
For and on behalf of
BNP Paribas India Solutions Pvt. Ltd

Agalya NANDAKUMAR
Vice President - Human Resources

Waheedha CADER
Manager - Human Resources

I have read and agree to the terms and conditions above.

Dated this 27th day of JANUARY 2023.

V Vinodhini

V. Vinodhini

Vinodhini V

India Private Limited
Kanithi Enclave, Kanajiguda, Hyderabad – 500015, India
Mail ID: info@nexturn.com
Phone: +91 7993810031

Date: - 07-September-2022

Mr./Ms. M·VISWANATH

Saranathan College of Engineering
Trichy - 620012
Mobile No.: 9360155183

e - mail: viswanath122001@gmail.com

Sub: Offer Letter

Dear M·VISWANATH

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of **"Software Engineer-intern"** in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure "B" is integral part of this offer letter.

1. You will be appointed as **"Software Engineer-intern"** for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000 /-** per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a **"Software Engineer** "on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,

Bhaskar Vadlamani
Founder, COO & MD India

M·VISWANATH
(M·VISWANATH)
Signature & Name

augurai

10th November 2022

To

Yogesh Senthil Kumar
115, 7th Street, Mookambigai Nagar
M.K.Kottai, Trichy – 620 011

Letter of Appointment

Dear **Yogesh,**

Subsequent to the interviews we had on campus at ***Saranathan College of Engineering*** on ***9th November 2022***, we are pleased to offer you a **Internship + Computer Vision Engineer (both Full Time) position** at **AUGURAI**, located at Thillai Nagar, Tiruchirappalli.

1. **Accountability:**

You will report directly to the **Chief Executive Officer.**

2. **Internship Duration:**

Internship duration would be approximately **6 months** ***(full time during the last semester)***. You would be absorbed as a full time ***Computer Vision Engineer*** on successful completion of your final semester courses/projects as well as internship.

3. **Remuneration:**

You will be paid an **annual** renumeration of **Rs. 4,66,000/-** on a cost to company basis for the **full time Computer Vision Engineer** position. You will also be paid a **stipend** of Rs. **10,000 per month** during your **internship** with us. The remuneration offered to you is absolutely confidential.

4. **Working Hours:**

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business.

augurai

5. Duties:

Yours will be a full time salaried position with no overtime compensation. You shall perform such duties, observe, and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any.
The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address:

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits:

You will be eligible to avail 20 days of earned leave per year with prior approval from the manager.

8. Notice Period:

Your services may be terminated by either side giving 30 days notice to the other or 30 Days salary in lieu thereof, which shall be prorated for the period of notice being un-served.

9. Service Rules:

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

10. Non Disclosure Agreement (NDA):

You will not divulge any information regarding intellectual Property, software process, technical know-how, security arrangements, administrative accounts, marketing areas, organization matters pertaining to the company whether confidential or otherwise, patented or non-patented, operational, technical or financial either pertaining to the company, or its customers, vendors, or internal processes, orally, inscribed, recorded, written electronically processed either tapes, disks, chips, floppies or any other form of communication like films, micro films, drawings etc to anyone else, without the prior approval of the company. It is absolutely at the discretion of the company to decide whether any information is divulged under the normal course of business and the employee in any manner cannot challenge the same.

You shall undertake not to discuss, disclose, or expose any information which the company may classify as confidential, including technology, ideas, concepts evolved by the company and such information shall of all kinds in which include, words, scripts, documents., electronically stored data, encrypted information, designs, formulae, source codes, object codes, any intellectual property being developed or developed by the company. The terms and conditions stated in the said undertaking shall be in force even after you cease to be in the employment of the company.

Breach of terms and conditions contained herein shall be considered a breach of the terms and conditions of your employment and as misconduct on your part and may result in termination of your services by the Company, without notice or pay in lieu thereof.

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We wish you a long and fruitful association with AUGURAI.

Please reach out to us at ravishankar@theaugurai.com or +91 96633 97694 for any queries.

Thank you.

Regards,

R. Ravi Shankar

Ravishankar Rajagopalan
Director
AUGURAI PRIVATE LIMITED
ravishankar@theaugurai.com
+91 96633 97694

I have read, understood and agree to the terms and conditions set forth in this appointment letter

Signature:

S.Y.

Date: 15.11.22

Location: Trichy

Saranathan College of Engineering

Tiruchirappalli - 620 012

Instrumentation & Control Engineering

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CONSULTANCY

TRAINEE - OFFER

March 16, 2023

Mr Hemanth KK
Department: C&A

Our Reference: MECPL/622/343/2023
Contact person: Yogesh Mysore
Phone: 022- 40612303
Email: yogesh.mysore@mec.co.om

Dear Hemanth,

On behalf of Muscat Engineering Consultancy Pvt Ltd, we are pleased to offer you as **Trainee**. Your work location is Trichy. However, trainee shall be willing to travel to Chennai/Mumbai/Muscat as and when required.

Based on the outcome of your tests and interview, we feel that you will be able to make an outstanding contribution to our Company.

Your trainee fee payment will be **Rs. 20,000** /- (Rupees **Twenty Thousand only**) per month and **Rs. 60,000/- (Sixty Thousand Only)** as Variable Pay which will be paid after successful completion of One (1) Year in the Company.

General Information of Services/Remuneration of Trainee Agreement

1. Function: Perform as Trainee in MECPL Trichy under the guidance/supervision of Department Manager of Control and Automation (C&A). The scope of trainee assignment including specific types of tasks to be undertaken as mentioned in the section under "Duties" on Point 12 of this agreement.
2. Contractual Reporting to: Office Manager - MECPL Trichy/Chennai.
3. Hours per day: The trainee should provide his/her services full time. Therefore, for each activity the Trainee shall be monitored and to be undertaken in a week/fortnight or month as applicable.
4. Working days: Monday to Friday.
5. Office Timings: 9.00 am to 6.30 pm
6. Leaves Allowed: Not applicable during training period
7. Public Holidays: Applicable as per Company's public holiday list

Muscat Engineering Consultancy Pvt Ltd.
5th Floor / Baashyaam Willow Square,
Plot No: 8,9 & 10, 1st Street,
Thiru Vi Ka Industrial Estate, Guindy,
Chennai 600 032, Tamil Nadu, India.
Phone: 044 6113 6100
Web:www.mec.co.om

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8. Provident Fund and Gratuity: Not applicable.

9. TDS (Tax Deductible at Source) shall be deducted from the monthly remuneration as per the tax laws of Government of India.

10. Payment shall be made to individual Bank Account of the trainee on or before 5th of every month.

11. The above offer does not guarantee a full-time employment in the Company. Successful completion of training assignment trainee will be evaluated, and decision shall be taken by the management to offer full-time employment in the Company.

12. All trainees will be trained on various latest engineering software like E3D/SP3D/SPI/Caesar/ETAP etc during their training period by training faculty from agencies. The charges for training will be communicated to candidates upfront. If candidate decides to leave the company before 1 (One) year of completion, then the training charges will be recovered from candidate.

By signing this agreement, trainee declares herewith to have taken notice of and have agreed to the above-mentioned terms and conditions of the agreement and confirms herewith to observe the obligations mentioned therein.

SIGNED FOR AGREEMENT:

2023.03.16 22:20:43 +05'30'	2023.03.16 22:21:14 +05'30'	2023.03.16 22:21:32 +05'30'	
Leyoutha Al Jabri	**Kumara Shanmugham**	**Salim Abdullah**	**Hemanth KK**
HR Manager	**Country Director**	**CEO**	**Candidate**
Date:	**Date:**	**Date:**	**Date:**

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Web:www.mec.co.om

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TRAINEE - OFFER

March 16, 2023

Mr Jayakanthan GP
Department: C&A

Our Reference: MECPL/622/343/2023
Contact person: Yogesh Mysore
Phone: 022- 40612303
Email: yogesh.mysore@mec.co.om

Dear Jayakanthan,

On behalf of Muscat Engineering Consultancy Pvt Ltd, we are pleased to offer you as **Trainee**. Your work location is Trichy. However, trainee shall be willing to travel to Chennai/Mumbai/Muscat as and when required.

Based on the outcome of your tests and interview, we feel that you will be able to make an outstanding contribution to our Company.

Your trainee fee payment will be **Rs. 20,000** /- (Rupees **Twenty Thousand only**) per month and **Rs. 60,000/- (Sixty Thousand Only)** as Variable Pay which will be paid after successful completion of One (1) Year in the Company.

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2. Contractual Reporting to: Office Manager - MECPL Trichy/Chennai.

3. Hours per day: The trainee should provide his/her services full time. Therefore, for each activity the Trainee shall be monitored and to be undertaken in a week/fortnight or month as applicable.

4. Working days: Monday to Friday.

5. Office Timings: 9.00 am to 6.30 pm

6. Leaves Allowed: Not applicable during training period

7. Public Holidays: Applicable as per Company's public holiday list

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8. Provident Fund and Gratuity: Not applicable.

9. TDS (Tax Deductible at Source) shall be deducted from the monthly remuneration as per the tax laws of Government of India.

10. Payment shall be made to individual Bank Account of the trainee on or before 5th of every month.

11. The above offer does not guarantee a full-time employment in the Company. Successful completion of training assignment trainee will be evaluated, and decision shall be taken by the management to offer full-time employment in the Company.

12. All trainees will be trained on various latest engineering software like E3D/SP3D/SPI/Caesar/ETAP etc during their training period by training faculty from agencies. The charges for training will be communicated to candidates upfront. If candidate decides to leave the company before 1 (One) year of completion, then the training charges will be recovered from candidate.

By signing this agreement, trainee declares herewith to have taken notice of and have agreed to the above-mentioned terms and conditions of the agreement and confirms herewith to observe the obligations mentioned therein.

SIGNED FOR AGREEMENT:

2023.03.16 22:23:21 +05'30'	2023.03.16 22:23:46 +05'30'	2023.03.16 22:24:05 +05'30'	
Leyoutha Al Jabri	**Kumara Shanmugham**	**Salim Abdullah**	**Jayakanthan GP**
HR Manager	**Country Director**	**CEO**	**Candidate**
Date:	**Date:**	**Date:**	**Date:**

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TRAINEE - OFFER

March 16, 2023

Mr Mohanraj B
Department: C&A

Our Reference: MECPL/622/343/2023
Contact person: Yogesh Mysore
Phone: 022- 40612303
Email: yogesh.mysore@mec.co.om

Dear Mohanraj,

On behalf of Muscat Engineering Consultancy Pvt Ltd, we are pleased to offer you as **Trainee**. Your work location is Trichy. However, trainee shall be willing to travel to Chennai/Mumbai/Muscat as and when required.

Based on the outcome of your tests and interview, we feel that you will be able to make an outstanding contribution to our Company.

Your trainee fee payment will be **Rs. 20,000** /- (Rupees **Twenty Thousand only**) per month and **Rs. 60,000**/- **(Sixty Thousand Only)** as Variable Pay which will be paid after successful completion of One (1) Year in the Company.

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Web:www.mec.co.om

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ENGINEERING
CONSULTANCY

8. Provident Fund and Gratuity: Not applicable.

9. TDS (Tax Deductible at Source) shall be deducted from the monthly remuneration as per the tax laws of Government of India.

10. Payment shall be made to individual Bank Account of the trainee on or before 5th of every month.

11. The above offer does not guarantee a full-time employment in the Company. Successful completion of training assignment trainee will be evaluated, and decision shall be taken by the management to offer full-time employment in the Company.

12. All trainees will be trained on various latest engineering software like E3D/SP3D/SPI/Caesar/ETAP etc during their training period by training faculty from agencies. The charges for training will be communicated to candidates upfront. If candidate decides to leave the company before 1 (One) year of completion, then the training charges will be recovered from candidate.

By signing this agreement, trainee declares herewith to have taken notice of and have agreed to the above-mentioned terms and conditions of the agreement and confirms herewith to observe the obligations mentioned therein.

SIGNED FOR AGREEMENT:

2023.03.16 22:26:07 +05'30'	2023.03.16 22:25:33 +05'30'	2023.03.16 22:25:53 +05'30'	
Leyoutha Al Jabri	**Kumara Shanmugham**	**Salim Abdullah**	**Mohanraj B**
HR Manager	**Country Director**	**CEO**	**Candidate**
Date:	**Date:**	**Date:**	**Date:**

Muscat Engineering Consultancy Pvt Ltd
5th Floor / Baashyaam Willow Square,
Plot No: 8,9 & 10, 1st Street,
Thiru Vi Ka Industrial Estate, Guindy,
Chennai 600 032, Tamil Nadu, India.
Phone: 044 6113 6100
Web:www.mec.co.om

HEAD - Training and Placement <tp@saranathan.ac.in>

SMI Selected candidates and Internship cum Training - Reg

SMI - John Paul Antony <johnpaul.a@mookambikainfo.com> Tue, Dec 6, 2022 at 3:57 PM
To: HEAD - Training and Placement <tp@saranathan.ac.in>
Cc: "Mr. Seetharaman ICE Department" <seetharaman-ice@saranathan.ac.in>, "G.S.RAMAN Project Manager" <raman.g@mookambikainfo.com>

Dear Sir,
Greetings from Sri Mookambika Info Solutions Pvt Ltd.

At the outset we thank you so much for your support. We would like to inform you that the following candidates are selected as a "**Software Development Trainee**" Position in SMI.

Selected Candidate list

S.No.	Branch	Batch no	Student Name	Degree With Stream
1	ICE	225034	SHARLENE . A	B.E.[ICE]
2	CSE	221010	ANUSHREE. A	B.E.[CSE]
3	EEE	223017	DANUSH PRIYAN. RA	B.E.[EEE]
4	EEE	223010	AVINAS. R M	B.E.[EEE]

On Hold Candidates list

1	CSE	221101	SUJA MARSHALIN. P	B.E.[CSE]

2	EEE	223042	LAKSHMI. S	B.E.[EEE]
3	EEE	223067	SANJEEV. B	B.E.[EEE]

The Selected Students need to join us and the intern cum training starts from the **First or second week of January 2023.**

Kindly revert back for further information

--

Thanks and Regards

A. John Paul Antony
Senior Technical Trainer, SMI

9566113132 | 7010087104 | johnpaul.a@mookambikainfo.com

Madurai

Create your own email signature

MUSCAT
ENGINEERING
CONSULTANCY

INTERNSHIP - OFFER

May 02, 2023

Mr Sivabalan D
Department: C&A

Our Reference: MECPL/622/343/2023
Contact person: Yogesh Mysore
Phone: 022- 40612303
Email: yogesh.mysore@mec.co.om

Dear Sivabalan,

On behalf of Muscat Engineering Consultancy Pvt Ltd, we are pleased to offer you as **Internship**. Your work location is Trichy. However, you must be willing to travel to Chennai/Mumbai/Muscat as and when required.

Based on the outcome of your tests and interview, we feel that you will be able to make an outstanding contribution to our Company.

Your internship fee payment will be **Rs. 12,000 /- (Rupees Twelve Thousand only)** per month.

General Information of Services/Remuneration of Internship Agreement

1. Function: Perform as Internship in MECPL Trichy under the guidance/supervision of Department Manager of C&A. The scope of internship assignment including specific types of tasks to be undertaken as mentioned in the section under "Duties" on Point 12 of this agreement.

2. Contractual Reporting to: Office Manager - MECPL Trichy/Chennai.

3. Hours Per day: The Internship should provide his/her services full time. Therefore, for each activity he/she shall be monitored and to be undertaken in a week/fortnight or month as applicable.

4. Working days: Monday to Friday.

5. Office Timings: 9.00 am to 6.30 pm.

6. Leaves Allowed: Not applicable during training period.

7. Public Holidays: Applicable as per Company's public holiday list

8. Provident Fund and Gratuity: Not applicable.

Muscat Engineering Consultancy Pvt Ltd.
5th Floor / Baashyaam Willow Square,
Plot No: 8,9 & 10, 1st Street,
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Phone: 044 6113 6100
Web:www.mec.co.om

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9. TDS (Tax Deductible at Source) shall be deducted from the monthly remuneration as per the tax laws of Government of India.

10. Payment shall be made to individual Bank Account of the Internship on or before 5th of every month.

11. The above offer does not guarantee a full-time employment in the Company. Successful completion of training assignment trainee will be evaluated, and decision shall be taken by the management to offer full-time employment in the Company.

12. All trainees/Apprentice will be trained on various latest engineering software like E3D/SP3D/SPI/Caesar/ETAP etc during their training period by training faculty from agencies. The charges for training will be communicated to candidates upfront. If candidate decides to leave the company before 1 (One) year completion, then the training charges will be recovered from candidate.

By signing this agreement, you declare herewith to have taken notice of and have agreed to the above-mentioned terms and conditions of the agreement and confirms herewith to observe the obligations mentioned therein.

SIGNED FOR AGREEMENT:

2023.05.04 21:40:03 +05'30'	2023.05.04 21:39:42 +05'30'	Salim Al Kindi 2023.05.05 21:36:39 +04'00'	2023.05.09 7:31 AM
Leyoutha Al Jabri	**Kumara Shanmugham**	**Salim Abdullah**	**Sivabalan D**
HR Manager	**Country Director**	**CEO**	**Candidate**
Date:	**Date:**	**Date:**	**Date:**

Muscat Engineering Consultancy Pvt Ltd.
5th Floor / Baashyaam Willow Square,
Plot No: 8,9 & 10, 1st Street,
Thiru Vi Ka Industrial Estate, Guindy,
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Web:www.mec.co.om

MUSCAT
ENGINEERING
CONSULTANCY

INTERNSHIP - OFFER

March 16, 2023

Mr Thaneshwaran S
Department: C&A

Our Reference: MECPL/622/343/2023
Contact person: Yogesh Mysore
Phone: 022- 40612303
Email: yogesh.mysore@mec.co.om

Dear Thaneshwaran,

On behalf of Muscat Engineering Consultancy Pvt Ltd, we are pleased to offer you as **Internship**. Your work location is Trichy. However, you must be willing to travel to Chennai/Mumbai/Muscat as and when required.

Based on the outcome of your tests and interview, we feel that you will be able to make an outstanding contribution to our Company.

Your internship fee payment will be **Rs. 12,000 /- (Rupees Twelve Thousand only)** per month.

General Information of Services/Remuneration of Internship Agreement

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2. Contractual Reporting to: Office Manager - MECPL Trichy/Chennai.

3. Hours Per day: The Internship should provide his/her services full time. Therefore, for each activity he/she shall be monitored and to be undertaken in a week/fortnight or month as applicable.

4. Working days: Monday to Friday.

5. Office Timings: 9.00 am to 6.30 pm

6. Leaves Allowed: Not applicable during training period

7. Public Holidays: Applicable as per Company's public holiday list

8. Provident Fund and Gratuity: Not applicable.

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Web:www.mec.co.om

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12. All trainees/Apprentice will be trained on various latest engineering software like E3D/SP3D/SPI/Caesar/ETAP etc during their training period by training faculty from agencies. The charges for training will be communicated to candidates upfront. If candidate decides to leave the company before 1 (One) year completion, then the training charges will be recovered from candidate.

By signing this agreement, you declare herewith to have taken notice of and have agreed to the above-mentioned terms and conditions of the agreement and confirms herewith to observe the obligations mentioned therein.

SIGNED FOR AGREEMENT:

2023.03.16 22:18:33 +05'30'	2023.03.16 22:19:15 +05'30'	2023.03.16 22:19:35 +05'30'	
Leyoutha Al Jabri	**Kumara Shanmugham**	**Salim Abdullah**	**Thaneshwaran S**
HR Manager	**Country Director**	**CEO**	**Candidate**
Date:	**Date:**	**Date:**	**Date:**

Muscat Engineering Consultancy Pvt Ltd.
5th Floor / Baashyaam Willow Square,
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Web:www.mec.co.om

MUSCAT ENGINEERING CONSULTANCY

INTERNSHIP - OFFER

May 02, 2023

Mr Vignesh G
Department: C&A

Our Reference: MECPL/622/343/2023
Contact person: Yogesh Mysore
Phone: 022- 40612303
Email: yogesh.mysore@mec.co.om

Dear Vignesh,

On behalf of Muscat Engineering Consultancy Pvt Ltd, we are pleased to offer you as **Internship**. Your work location is Trichy. However, you must be willing to travel to Chennai/Mumbai/Muscat as and when required.

Based on the outcome of your tests and interview, we feel that you will be able to make an outstanding contribution to our Company.

Your internship fee payment will be **Rs. 12,000** /- (**Rupees Twelve Thousand only**) per month.

General Information of Services/Remuneration of Internship Agreement

1. Function: Perform as Internship in MECPL Trichy under the guidance/supervision of Department Manager of C&A. The scope of internship assignment including specific types of tasks to be undertaken as mentioned in the section under "Duties" on Point 12 of this agreement.

2. Contractual Reporting to: Office Manager - MECPL Trichy/Chennai.

3. Hours Per day: The Internship should provide his/her services full time. Therefore, for each activity he/she shall be monitored and to be undertaken in a week/fortnight or month as applicable.

4. Working days: Monday to Friday.

5. Office Timings: 9.00 am to 6.30 pm.

6. Leaves Allowed: Not applicable during training period.

7. Public Holidays: Applicable as per Company's public holiday list

8. Provident Fund and Gratuity: Not applicable.

MUSCAT ENGINEERING CONSULTANCY

9. TDS (Tax Deductible at Source) shall be deducted from the monthly remuneration as per the tax laws of Government of India.

10. Payment shall be made to individual Bank Account of the Internship on or before 5th of every month.

11. The above offer does not guarantee a full-time employment in the Company. Successful completion of training assignment trainee will be evaluated, and decision shall be taken by the management to offer full-time employment in the Company.

12. All trainees/Apprentice will be trained on various latest engineering software like E3D/SP3D/SPI/Caesar/ETAP etc during their training period by training faculty from agencies. The charges for training will be communicated to candidates upfront. If candidate decides to leave the company before 1 (One) year completion, then the training charges will be recovered from candidate.

By signing this agreement, you declare herewith to have taken notice of and have agreed to the above-mentioned terms and conditions of the agreement and confirms herewith to observe the obligations mentioned therein.

SIGNED FOR AGREEMENT:

2023.05.04 21:38:10 +05'30'	2023.05.04 21:38:31 +05'30'	Salim Al Kindi 2023.05.05 21:37:21 +04'00'	
Leyoutha Al Jabri	**Kumara Shanmugham**	**Salim Abdullah**	**Vignesh G**
HR Manager	**Country Director**	**CEO**	**Candidate**
Date:	**Date:**	**Date:**	**Date: 08.05.2023**

Muscat Engineering Consultancy Pvt Ltd.
5th Floor / Baashyaam Willow Square,
Plot No: 8,9 & 10, 1st Street,
Thiru Vi Ka Industrial Estate, Guindy,
Chennai 600 032, Tamil Nadu, India.
Phone: 044 6113 6100
Web:www.mec.co.om

HI TECH
CALIBRATION SERVICES

No. 209, VGP Nagar, Mugappair West, Chennai - 600 037, INDIA.
Phone : 044 - 26 5 6 7 8 9 0 (5 Lines), Mobile : 95970 95960
enquiry@hitechcalibration.com | www.hitechcalibration.com

INTERNSHIP LETTER

Letter No: HT/IL/2022-2023/011

Date: 13-Feb-2023

Ms. Bairavi S

Mobile Number: 8531085856
Email: bairavis2002@gmail.com

Dear Bairavi,

Further to your subsequent interview, we are pleased to offer you an internship at Hi Tech Calibration Services. Your internship shall commence from 16-Feb-2023.

1. You are eligible for a stipend of Rs. 15000/- Per Month.
2. Your timings will be from 9 AM to 6 PM, Monday to Saturday.
3. Submit the copy of Updated Resume, 10th & 12th Marksheet, Bonafide Certificate.

For Hi Tech Calibration Services,

R. R. Hari Jairam
CEO

Kindly acknowledge it by affixing with signature and date.

Date:

Signature:

1908-2008

AN ISO 9001-2015 & IATF 16949 : 2016
ISO 14001-2015, ISO 45001-2018 CERTIFIED COMPANY

WALCHANDNAGAR INDUSTRIES LIMITED
INSTRUMENTATION DIVISION
Dharwad - 580 003
Karnatak, INDIA
Phone : 2442382, 2447359, 2448565
Fax : (0836) 2448508

Ref. No.: 03/23/
Date : 01/02/2023

Mr. Bharath Samvel D
02/856, Muruga Bhavanam,
Palani Road, Dindigul, PIN : 624001

Dear Bharath,

Sub: **Internship Offer.**

With reference to the above subject your request for Internship training in our company has been accepted. Here are the terms of Internship while working with our company.

1. Duration of Internship will be six months and it may be extendable to one year. You will be designated as Trainee Engineer and will be entitled for a stipend **Rs.8,500.00** (Rupees Eight Thousand and Five Hundred) only per month as per company's policy. Except this payment, you shall not be entitled for any other benefits such as PF, Gratuity and Bonus etc.

2. During your Internship you will be governed by the Rules, Regulations of service, conduct, Rules and Discipline and Certified Standing Orders of the Company, which are in force now or as may be amended, altered, extended or established from time to time, and your acceptance of this offer carries with it your agreement to obey all such Rules and Regulations and Certified Standing Orders.

3. Accommodation will be provided in our colony. If it is not acceptable you have to make your own arrangement.

4. In case of indiscipline, we reserve the right to terminate your Internship without assigning any reason whatsoever and without any notice.

You are requested to submit your acceptance to the terms mentioned above for confirmation of your Internship. After receiving your acceptance, we shall send your appointment letter for the same.

For Walchandnagar Industries Ltd.,
Instrumentation Division.

V Suresh Babu
Cluster Head

Saranathan College of Engineering

Tiruchirappalli - 620 012

Information Technology

Mallow Technologies - Intern Induction Process - 12th September 2022 Batch - Saranathan Institution

3 messages

MallowTech HR <hr@mallow-tech.com> Sat, 3 Sept 2022 at 5:29 pm
To: mohanram1401@gmail.com, hachari15@gmail.com, sdprakash014@gmail.com, mohamedameen.21.2001@gmail.com, vickypalaniappan12@gmail.com, sriramachandran.2019@gmail.com, sentilkumaran06@gmail.com
Cc: HEAD - Training and Placement <tp@saranathan.ac.in>

Dear All,

Welcome to Mallow Tech Team .

This is Anandraj from HR Team. My contact Numbers are 8667341621 and 9487033006.

So, this is to confirm that, your date of joining of Training will be from **Monday, 12th of September 2022**. Kindly plan and prepare accordingly.

As part of joining formalities, Please update the required details in the below Welcome Aboard Google form:

https://forms.gle/BuVZc9HNQ1quaEma9

This is to clarify below points related to your induction and Training process:

1. On **Monday, 12th September 2022** your induction process will be held in remote mode and it consists of hands-on session to configure official email and Skype accounts followed by our induction meeting.The link for the concerned G-meet has been mentioned below. You need to be prepared for the same prior to the meeting time mentioned.

https://meet.google.com/rdw-mewg-phs

Time to join the meeting: **11.00 AM**

2. Your Training period will be mostly in hybrid mode and based on need you may be informed beforehand to come to the Office regularly by your respective Batch Incharge/Mentor.

3. During Training we won't collect any hard copies of documents and only Soft copies of documents have to be submitted which will be communicated to you during induction process in a separate email.

So, Kindly plan and prepare accordingly and feel free to contact me, if you have any concerns or need clarifications.

-

MALLOW

Anandraj
Skype ID: anandraj.mallow
Mobile: +91 948 70 33006
HR Team
www.mallow-tech.com

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: A Mohamed Ameen

Batch Nr: 22 4037

Branch: IT

Graduating Year: 2023.

Date: 19/2/22

Ref:

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Jhill

Date 19.9.2022

Head T& P

Date 19/09/22

Approved by:

Principal

PRINCIPAL
Saranathan College of Engineering
TRICHY - 12.

Date 19/9/2022

Mallow Technologies - Intern Induction Process - 12th September 2022 Batch - Saranathan Institution

3 messages

MallowTech HR <hr@mallow-tech.com> Sat, 3 Sept 2022 at 5:29 pm
To: mohanram1401@gmail.com, hachari15@gmail.com, sdprakash014@gmail.com, mohamedameen.21.2001@gmail.com, vickypalaniappan12@gmail.com, sriramachandran.2019@gmail.com, sentilkumaran06@gmail.com
Cc: HEAD - Training and Placement <tp@saranathan.ac.in>

Dear All,

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So, Kindly plan and prepare accordingly and feel free to contact me, if you have any concerns or need clarifications.

-

MALLOW

Anandraj
Skype ID: anandraj.mallow
Mobile: +91-94870 33006
HR Team
www.mallow-tech.com

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: Mohan Ram H Batch Nr: 224038

Branch: IT Graduating Year: 2023

Date: 19/9/22 Ref:

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD Date 19.9.2022.

Head T& P Date 19/09/22

Approved by:

Principal Date 19/9/2022

PRINCIPAL
Saranathan College of Engineering
TRICHY - 12.

Mallow Technologies - Intern Induction Process - 12th September 2022 Batch - Saranathan Institution

3 messages

MallowTech HR <hr@mallow-tech.com> Sat, 3 Sept 2022 at 5:29 pm
To: mohanram1401@gmail.com, hachari15@gmail.com, sdprakash014@gmail.com, mohamedameen.21.2001@gmail.com, vickypalaniappan12@gmail.com, sriramachandran.2019@gmail.com, sentilkumaran06@gmail.com
Cc: HEAD - Training and Placement <tp@saranathan.ac.in>

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Time to join the meeting: **11.00 AM**

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So, Kindly plan and prepare accordingly and feel free to contact me, if you have any concerns or need clarifications.

-

MALLOW

Anandraj
Skype ID: anandraj_mlw
Mobile: +91-948 70 33006
HR Team
www.mallow-tech.com

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: N. Ramachandran

Batch Nr: 224050

Branch: Information Technology

Graduating Year: 2023

Date: 19.09.22

Ref:

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thiru

Date 19.9.22

Head T& P

Date 19/9/22

Approved by:

Principal

Date 19/9/22

PRINCIPAL
M.A.M. College of Engineering
TRICHY - 12.

Mallow Technologies - Intern Induction Process - 12th September 2022 Batch - Saranathan Institution

3 messages

MallowTech HR <hr@mallow-tech.com> Sat, 3 Sept 2022 at 5:29 pm
To: mohanram1401@gmail.com, hachari15@gmail.com, sdprakash014@gmail.com, mohamedameen.21.2001@gmail.com, vickypalaniappan12@gmail.com, sriramachandran.2019@gmail.com, sentilkumaran06@gmail.com
Cc: HEAD - Training and Placement <tp@saranathan.ac.in>

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So, Kindly plan and prepare accordingly and feel free to contact me, if you have any concerns or need clarifications.

-

MALLOW

Anandraj
Skype ID: anandraj.mallow
Mobile: +91-94870 33006
HR Team
www.mallow.tech.com

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: L.M.VAITHEESWARA

Batch Nr: 224060

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 19-09-2022

Ref:

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD

Date 19.9.22.

Head T& P

Date 19/09/22

Approved by:

Principal

PRINCIPAL
Saranathan College of Engineering
TRICHY - 12.

Date 19/9/22

iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear Vennkat Bharathi S,

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer** - will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months.** Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up).** The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

iamneo

Terms and Conditions

1. **Probation:** You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

www.iamneo.ai

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Annexure I – Salary Structure after Internship

Member Name	**Vennkat Bharathi S**	**Team**	**Neo Jarvis**
New Title	**Software Engineer**	**Caretaker**	**Suresh Shanmugham**
Grade	**I1**		

Compensation Structure		
Pay Components	**Annual (INR)**	**Monthly (INR)**
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
Uniform Allowance	12,000	1,000
BYOD Allowance	12,000	1,000
Special Allowance	60,650	5,054
Employer Contribution towards PF	21,600	1,800
Retention Pay	50,000	4,167
Total Fixed Compensation	**475,000**	**39,583**
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	**510,000**	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: S.VENNKAT BHARATHI Batch Nr: 224061

Branch: INFORMATION TECHNOLOGY Graduating Year: 2023

Date: 04/01/2023 Ref:

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD 4/1/23 Date 4.1.2023

Head T & P Date 4/01/23

Approved by:

Principal Date 4/1/2023

iamneo

28th Nov 2022
Coimbatore

Internship Offer Letter

Dear Chandru S,

With reference to the Campus recruitment drive conducted, we are happy to offer you the post of **'Software Engineer – Trainee'** as part of the **'NEOpreneur'** at iamneo. You will be working in the **Neo Jarvis team** for a period of 9 months. After the duration of 9 months of internship your role as **Member – Neo Jarvis – Software Engineer** - will be confirmed based on evaluation.

The stipend offered by the organization will be **10,000 INR** for the **first 6 months** and **15,000 INR** for **next 3 months.** Post confirmation your **CTC** will be **5 lakhs per annum (see annexure 1 for detailed break-up).** The allowances, benefits and other terms and conditions of your employment will be as per the Company policies as applicable from time to time. You will abide by the rules and regulations of the company as may be in force from time to time. Your job location will be Coimbatore. Your compensation will be revised as below as part of the program.

- Year 1 – INR 5 LPA
- Year 2 – INR 6.25 LPA
- Year 3 – INR 7.5 LPA

We expect you to join us on **07th Jan 2023** otherwise this offer will stand withdrawn automatically. We look forward to an exciting journey with you. Welcome aboard!

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

ChandruSubramanian

iamneo

Terms and Conditions

1. **Probation:** You are required to join us on the **07th Jan 2023** and on joining the Company, you shall be on a probation period. During this period, you will receive a stipend of **INR 10,000 (Ten Thousand)** per month. You will also be eligible for company bonuses as per prevailing policies.

2. All your approved official expenses will be reimbursed on the submission of relevant bills and vouchers as per the company policy.

3. **Location:** Your initial location will be at Coimbatore. However, your services are transferable to any other location of the Company in India or abroad or Customer Location, whether now existing or yet to be formed. Such transfer/deputation will be in accordance with the Company's rules as applicable to the date of transfer.

4. You will report to **Suresh Shanmugham** or any person nominated by him.

5. **Separation:** The notice period for you to terminate your services would be 2 months unless agreed and approved by the management

6. Absence of 5 working days without any approval from your manager will automatically terminate your employment

7. Retirement age for all employees will be 65 Years unless extended – you will automatically get retired.

8. Upon the termination of employment with the company, you have to return all the assets of the company including documents, files, software licenses, Laptops, other hardware items that were under your control during the employment period.

9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

10. Your appointment will be subjected to submitting a copy of the following documents (originals will be required for verification)

- Proof of Age (PAN Card & Aadhar Card)
- Proof of Educational Qualification
- Proof of previous work experience (Experience & Relieving Letters)
- Copy of last 2 months' payslip
- 1 Passport size photo

11. The emoluments/benefits due to you will be liable / subject to statutory requirement Income Tax deductions will be processed from your salary.

For Iamneo Edutech Pvt. Ltd.

Agreed and Accepted

Senthilkumar T P
Co-Founder

1205/A, 3rd Floor, SPA SRR Towers, Avinashi Road,
PN Palayam, Lakshmi Mills, Coimbatore, Tamil Nadu – 641037

www.iamneo.ai

iamneo

Annexure I – Salary Structure after Internship

Member Name	Chandru S	Team	Neo Jarvis
New Title	Software Engineer	Caretaker	Suresh Shanmugham
Grade	I1		

Compensation Structure		
Pay Components	**Annual (INR)**	**Monthly (INR)**
Basic Pay	212,500	17,708
House Rent Allowance	85,000	7,083
Leave Travel Allowance	21,250	1,771
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BYOD Allowance	12,000	1,000
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Retention Pay	50,000	4,167
Total Fixed Compensation	**475,000**	**39,583**
Health Insurance	10,000	
Performance Pay	25,000	
Total Compensation	**510,000**	

Notes:

1. **Health Insurance Coverage** for a family of 4 is extended up to INR 300,000
2. **Flexible Benefit Plan** – Tax Saving components as per IT regulations are applicable (subject to submission of required proof)
3. iamneo follows **BYOD (bring your own device) policy** that allows Neos to bring their own devices (Laptop) to work. As part of the BYOD policy, monthly allowance of Rs. 1000 is extended to manage any costs or maintenance
4. **Retention Pay** is part of the monthly pay-out. **Two-year recovery period** is applicable in case of separation
5. **Performance Pay** is part of the year-end pay-out and is applicable as per the organizational policy.
6. All payments are subject to IT regulations.

For Iamneo Edutech Pvt. Ltd.

Senthilkumar T P
Co-Founder

Agreed and Accepted

ChandruSubramanian

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: CHANDRU.S

Batch Nr: 224012

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 21/02/2023

Ref: 2023-IT-Jamnec-06

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD Dr. R. Thillaikarasi R. Thill Date 21.1.2023.

Head T & P S. Raj Date 21/01/23.

Approved by:

Principal Date 21/1/23

Date: - 07-September-2022

To,
Mr. Seeni Arivazhakan

Saranathan College of Engineering
Trichy - 620012
Mobile No.: 9445177941

e - mail:
arivazhakan2002@gmail.com

Sub: Offer Letter

Dear Seeni Arivazhakan ,

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of **"Software Engineer-intern"** in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure "B" is integral part of this offer letter.

1. You will be appointed as **"Software Engineer-intern"** for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000** /- per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a **"Software Engineer** "on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,

Bhaskar Vadlamani
Founder, COO & MD India

Seeni Arivazhakan

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: SEENI ARIVAZHAKAN

Batch Nr: 22H054

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 21/01/2023

Ref: 2023-IT-NexTurn-09

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thil
Dr. R. Thillaikarasi

Date 21.1.2023.

Head T & P

Date 21/01/23

Approved by:

Principal

Date 21/1/2023

PRINCIPAL
Saranathan College of Engineering
TRICHY - 12.

NexTurn India Private Limited
1-30/45, Prashanthi Enclave, Kanajiguda, Hyderabad - 500015, India
Mail ID: info@nexturn.com
Phone: +91 7993810031

Date: - 07-September-2022

To,
Mr. A. Ratnakumar

Saranathan College of Engineering
Trichy - 620012
Mobile No.: 9445177941

e - mail: arksvg@gmail.com

Sub: Offer Letter

Dear A. Ratnakumar ,

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of "**Software Engineer-intern**" in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure "B" is integral part of this offer letter.

1. You will be appointed as "**Software Engineer-intern**" for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000 /-** per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a "**Software Engineer** "on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,

Bhaskar Vadlamani
Founder, COO & MD India

A. Ratnakumar

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: RATNAKUMAR A

Batch Nr: 224051

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 21/01/23

Ref: 2023-IT-NextWin-10

(to be filled by the deptt)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R.Thil

Dr. R. Thillai Karasi

Date 21.1.2023

Head T & P

Date 21/01/23

Approved by:

Principal

Date 21/1/2023

PRINCIPAL
Saranathan College of Engineering
TRICHY - 12.

cognizant

10-Jan-2023

Candidate ID: 22868362

Manoj Deepak Sakthivel
B.Tech Information Technology
Saranathan College of Engineering, Tiruchirappalli

Dear **Manoj Deepak Sakthivel,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.

- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

cognizant

- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

- There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

- During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:
- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:
- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature:

Date: 21.01.2023

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: MANOJ DEEPAK S Batch Nr: 224036

Branch: INFORMATION TECHNOLOGY Graduating Year: 2023

Date: 21.01.2023 Ref: 2023-IT-CTS-11

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R.Thil Date 21.1.2023.

(Dr. R. Thillaikarasi)

Head T& P Date 21/01/23

Approved by:

Principal Date 21/1/23

velope ID: 589E2884-AFC6-410E-87FB-4ACA1D929128

TRAINING AGREEMENT

The agreement of Training made between Rajamurugan M (hereinafter referred to as the "Trainee"), and SpringFive Consulting Services LLP ("SpringFive") on 13-01-2023. Wherein, the Trainee of his/her own freewill binds himself/herself as Trainee in SpringFive to serve for the period of full term of 3 months and the LLP agrees to permit the Trainee to train under itself for the aforesaid period.

1. Term

The term of this Training begins on 06-Feb-2023 and ends on 30-April-2023.

2. Location

The training location of the Trainee shall be in **Bengaluru, India** and Trainee should report to office at **11:00am at SpringFive Consulting Services LLP, 91 Springboard, 512/10, Service Lane, Outer Ring Rd, Mahadevapura, Bengaluru, Karnataka 560048.** However, on the discretion of SpringFive, the training location may be subject to change from time to time.

3. Stipend

The Trainee will be entitled to receive stipend of Rs.15,000/- monthly as decided by the Designated Partner of the LLP during the course of the Training.

4. Termination

i) Trainee shall not terminate the Training without the consent of the Designated Partner.
ii) SpringFive may at any time in its sole discretion, terminate the Training without notice or cause.

5. Confidentiality

The Trainee hereby acknowledges, and is aware, that during the course of the Training with SpringFive, the Trainee will come into possession of valuable information / technical know-how and proprietary information of SpringFive, including but not limited to current and future business information of SpringFive, its clients, suppliers or employees.

The Trainee shall undertake to keep all such information in strict confidence and reaffirm to fully adhere to all confidentiality obligations that are set forth in the current terms of the Training.

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6. Intellectual Property:

The Trainee hereby acknowledges that SpringFive is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business-related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by the Trainee in course of the Training with SpringFive. The Trainee shall not in any manner whatsoever, represent and/or claim that to have any interest by way of ownership, assignment or otherwise in the same.

The Trainee acknowledges that SpringFive shall own all rights, title and interest including copyright in any work created by the Trainee in course of Training with SpringFive.

7. Asset Protection

The Trainee hereby acknowledges that he/she shall make all the reasonable efforts to safeguard SpringFive's Assets assigned to him for the purposes of carrying out the official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from the Trainee. The Trainee further undertakes to return all the assets assigned to him back to SpringFive at the time of termination or at the time of completion of Training.

8. Other terms and conditions

The Trainee hereby acknowledges and agrees to abide by all internal Policies of SpringFive, and SpringFive reserves the right to change these Policies at any time in its absolute discretion.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

The Trainee represent and warrant to not at any time during the period of Training with SpringFive, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with SpringFive's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

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The Trainee agrees not to make any disparaging, defamatory or negative remarks or statements, whether oral or written to any third party regarding SpringFive or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India, and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

The parties have put their respective hands on the day and the year first herein above written.

Signed and delivered by
For and on behalf of
M/s. SpringFive Consulting Services LLP

DocuSigned by:
yashwant vizzappu
5D2ADF7DCF4A4B5...

Yashwant Vizzappu
Designated Partner

Acknowledged by DocuSigned by: M. Rajamurugan A94B23962599428... (Rajamurugan M)

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: M.RAJAMURUGAN

Batch Nr: 224049

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 21.01.2023

Ref: 2023-IT-Springfive-12

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R.Thill (R.Thillaikarasi)

Date 21.1.2023

Head T& P

Date 21/01/23

Approved by:

Principal

Date 21/1/23

SmartIOPS
8/2, Novel Office Center
Ulsoor road, Bangalore,
Karnataka 560042
U72200KA2014FTC077662

Offer of Training and Employment

Private & Confidential

Dated : Aug 8, 2022

Aarthikha R
2/16A/1, Dhanalakshmi Nagar
Akilandapuram, Thalakudi (PO),
Lalgudy (TK), Trichy 621 216

Dear Aarthikha

I am pleased to offer you a position with Smart IOPS (India) Research Center Private Limited ("Company"), a fully owned subsidiary of Smart IOPS, Inc., USA, as Member of Technical Staff. You will be on probation for the first six months from the start of full-time employment after completion of graduation.

1. Remuneration

The details of your payment is set out in Appendix A of this document. Information relating to your payment is strictly confidential and you must treat it as a confidential document.

2. **Reporting**

You will be reporting to the Manager/Team Lead as per the instruction of the Managing Director. Should a need arise, you may be expected to travel to any of our offices worldwide.

3. **Termination**

a) Termination of employment shall be with three months' notice in writing. Such notice may not be offset by unused leave of any kind. No leaves except emergency medical leave is allowed during notice period.

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b) If your actions at any time constitute a serious breach of Company's standards of behaviour (e.g. being drunk at work, using drugs, being charged with a serious criminal offence including embezzlement, fraud, etc.), Company may end this contract and terminate your employment immediately.

The offer is subject to no adverse information being obtained during reference checking with previous employers, validation of educational qualifications, background checks.

4. Code of Ethics and Business Conduct

You will be provided a copy of Company's Code of Ethics and Business Conduct ("Code") as and when it is created, and guidelines in the Code will be binding on all employees. The Code may be modified at any time by Company without notice. As soon as possible, it will be posted on Company's website and be accessible to all employees. Each employee is expected to review it for any changes that may have been made to the Code. It will be assumed that all employees are aware of the Code's contents including any changes thereto. You will be expected to adhere to the Code and it is vital to Company and to your success at Company. By signing this Agreement, you agree to thoroughly review the Code and other policy communications on a regular basis, and to abide by them.

5. Proprietary Information Agreement

You will be employed by Company in a capacity in which you will or may receive confidential information, which is of value to Company. You therefore agree to abide by the following terms and conditions:

a) Your employment creates a relationship of confidence and trust between you and Company with respect to certain information of a confidential nature, which may be proprietary, or a trade secret, or is otherwise not available to the public and is known only to authorized parties. For the purposes of this Agreement, all such confidential, proprietary or trade secret information will be referred to as "Proprietary Information".

b) Proprietary Information includes without limitation:

All Technology (including but not limited to hardware, firmware, software, architecture, algorithms, heuristics, scripts and automation, logic code, physical implementation, documentations) developed or licensed by or for Company or licensed to Company by a third party, and any documentation or listing pertaining to such Technology; the term "Technology" as used in this paragraph refers to Technology in various stages of development or any product thereof and includes without limitation the literal elements of a program (source code, object code or otherwise), its audio-visual components (menus, screens, structure or organization), any human or machine readable form of the program, any algorithm or heuristics, block level or system level architecture, logic design, and any writing or medium in which the program or the information therein is stored, written or described, including without limitation, diagrams, flowcharts, designs, drawings, specification, models, data, bug reports, notes and customer information.

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Marketing and sales plans, product development plans, competitive analyses, benchmark test results, business and financial plans or forecasts, non-public financial information, agreements, customer lists, customer contacts, and employee lists of Company.

Any information or material not described above which relates to Company's inventions, technological developments, "know-how", purchasing, accounting, merchandising, or licensing.

Any information of the type described above which Company has a legal obligation to treat as confidential, or which Company treats as proprietary or designates as confidential, whether or not owned or developed by Company.

Proprietary Information shall not include information known publicly or generally employed in the trade, nor shall it include generic knowledge that you would have learned in the course of similar employment elsewhere.

c) At all times, both during and after your employment with Company, you will hold Proprietary Information in confidence. You will not, directly or indirectly, use, transfer, publish, disclose, or report Proprietary Information, except where such disclosure is to other Company employees or authorized third parties as may be necessary in the ordinary course of performing your duties for Company or as otherwise as directed by Company in writing.

d) You agree that you have not brought any confidential information of a former employer to Company and that you will not use any such confidential information in the performance of your work with Company unless you have written authorization from your former employer.

e) You will promptly disclose to Company all ideas, processes, inventions, modification, and improvements (collectively referred to as "Inventions") relating to any work or business carried on by Company, conceived by you alone or with others during the term of your employment, whether or not conceived during regular business hours.

f) All such Inventions shall be the sole and exclusive property of Company. You also agree to execute without receiving additional compensation: (a) any formal documents necessary to assign any Inventions to Company; and (b) all documents required to obtain a patent, register a copyright, or enforce Company's rights in such Inventions. These obligations shall continue beyond the termination of employment with respect to Inventions you conceive or make during the period of your employment.

g) You will not during your employment with Company, carry on either alone or in partnership, or be directly or indirectly employed or concerned, in any business undertaking in a related field other than that of Company, except as a shareholder in a publicly quoted company unless you have obtained the previous written consent of Company. Further, you will not accept gifts, entertainment or other favors from persons (including any entities) with which Company has business dealings unless you have obtained the previous written consent of Company.

h) You will not recruit or hire any Company employee for twelve months after termination of your employment with Company without Company's prior express written consent.

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i) You will not knowingly export, directly or indirectly, any technical data without first getting written authorization from Company.

k) You shall upon termination of your employment with Company and upon Company' request reaffirm your recognition of the importance of maintaining the confidentiality of Company' Proprietary Information and reaffirm all of the obligations set forth in this Agreement.

l) You shall upon termination of your employment with Company, return all property belonging to Company, including without limitation all Proprietary Information, documents, software, flash drives, discs, diskettes, tapes, and any other form of media, copies of any of the above, microcomputer systems, computer terminals, modems, other hardware, telephones, credit cards, and/or company automobile.

m) Company's proprietary rights and confidential information are amongst the Company's most important assets, and as a condition of your employment you are required to sign the Company's Proprietary Information Agreement. A breach of security or confidentiality is regarded very seriously and could lead to termination of employment in addition to other claims being made against you.

n) "Work Product" - shall mean all programs, systems, processes, inventions, concepts, techniques, data, materials, or work of authorship in whatsoever form, first produced or created by Employee or for Employee as a result of, or related directly or indirectly, to the performance of work or services under this Agreement, and shall include all works which may have copyrights, trade secrets, patents, and all other intellectual property rights, and which shall to the fullest extent permissible under law be considered "work for hire". Further, Work Product as used in this Agreement shall also include any work that is not considered "work for hire." Accordingly, Employee hereby, absolutely and unconditionally, assigns to Company Employee's entire right, title and interest, in the Work Product including all patents, copyrights, trade secrets, and other proprietary rights, in or based on the Work Product. Company in turn, may assign part(s) or all its rights, titles, and interests to such Work Product to any third party in which event such third party would own all rights, titles, and interests so assigned.

o) Employee shall execute and aid in the preparation of any papers that the Company considers necessary or helpful to obtain or maintain any patents, copyrights, trademarks, or other proprietary rights at no charge to Company but at Company's expense. Company shall reimburse Employee for reasonable out-of-pocket expenses incurred in connection therewith. The Company shall be completely free to assign, sell, or otherwise transfer any of its rights in whole or in part, to any intellectual property to any third party in which event Company shall so inform Employee in writing and Employee may then be obliged by such third party to execute such documentation at Company's and/or at the third party's expense as may be deemed necessary.

p) Employee agrees to assist Company, or its designee(s), at Company's or such designee's expense, in every proper and lawful way and manner, to secure and/or to perfect Company's rights in any inventions, patents, copyrights, trade secrets, trademarks, mask work rights, or other intellectual property rights thereto, in any and all countries, including the disclosure of all pertinent information and data with respect thereto. Employee agrees to execute any and all applications, specifications, oaths, assignments and any and all other instruments which the Company may deem necessary in order to apply for and obtain and/or in order to assign and convey same to the

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Company, its successors, assigns, and nominees, the sole and exclusive rights, titles and interests, in and to all inventions, patents, copyrights, trade secrets, trademarks, mask works, or other intellectual property rights relating thereto, resulting from the Agreement.

q) Employee hereby designates Company as Attorney-in-Fact to speak and act in Employee's stead and to execute through its authorized representative, all such documents as may be required in order to apply and/or to make more perfect Company's claim in and to any inventions, patents, copyrights, trade secrets, trademarks, and any other intellectual property rights.

6. Validity

Please read this offer of employment carefully before you agree to its terms by signing it. The offer sets forth the terms and conditions related to your employment with Company. Please send your acceptance to this offer per return mail by **Aug'12, 2022.** The validity of this offer is conditional upon receipt of your acceptance and your joining on or before the respective dates mentioned herein.

Yours sincerely



A.R

Managing Director,
Smart IOPS (India) Research Center Private Limited

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: R. Aarthikha

Batch Nr: 224001

Branch: Information Technology

Graduating Year: 2023

Date: 24/01/23

Ref: 2023-IT-Smart+OPS-13.

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thil

Dr. R. Thillaikarasi

Date 24.1.23.

Head T & P

Date 06/2/23

Approved by:

Principal

Date 7/2/23

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 1

STUDENT APPLICATION

Student Name: K.KIRUTHIKA

Batch Nr: 224032

Branch: Information Technology

Graduating Year: 2023

Date: 21.1.2023

Ref: 2023-IT-CTS-05

(to be filled by the deptt.)

To

The Head of the Department

Information Technology
----------Department

Saranathan College of Engineering

Trichy

Respected Sir/Madam

I have an offer for Internship from the company ------cognizant----. A Copy of the letter offering internship is attached for your ready reference.

The Internship is from 24.1.23 ---------- to 31.3.2023 ---------- and will be at--Chennai

I request your permission to take up this Internship offer. While making this request for permission I hereby declare that:

1. That I will fulfil all my academic commitments to the full satisfaction of the Institution/University.
2. That I have my parents' permission to take up this internship and I have attached their signed permission letter to this application.

Thanking you in advance and yours sincerely

Student Name : K.KIRUTHIKA

Student Signature: K.Kiruthika

Date: 21.01.2023

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: K.KIRUTHIKA

Batch Nr: 224032

Branch: Information Technology

Graduating Year: 2023

Date: 21.01.2023

Ref: 2023-IT-CTS-08

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thil 21/1/23

Dr. R. Thillaikarasi

Date 21.1.2023

Head T & P

Date 21/01/23.

Approved by:

Principal

Date 21/1/2023

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 1

STUDENT APPLICATION

Student Name: KEERTHANA . M

Batch Nr: 224030

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 04.01.23

Ref: 2023 – IT – Iamneo – 05

(to be filled by the deptt.)

To

The Head of the Department

------IT----------Department

Saranathan College of Engineering

Trichy

Respected Sir/Madam

I have an offer for Internship from the company ---Iamneo----------. A Copy of the letter offering internship is attached for your ready reference.

The Internship is from 19th Jan---- to ---Sep---- and will be at-19/01/23

I request your permission to take up this Internship offer. While making this request for permission I hereby declare that:

1. That I will fulfil all my academic commitments to the full satisfaction of the Institution/University.
2. That I have my parents' permission to take up this internship and I have attached their signed permission letter to this application.

Thanking you in advance and yours sincerely

Student Name : M. Keerthana

Student Signature: M. Keerthana

Date: 04 . 01 . 23

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: KEERTHANA.M

Batch Nr: 224030

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 04.01.23

Ref: 2023-IT-Iamneo-05

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD 4/1/23 Date 4.01.2023

Head T& P 05/01/23 Date 05/01/23

Approved by:

Principal Date 5.1.2023

Envelope ID: 3150A5FF-2F5F-48DF-B945-2FF178D4C2CA

TRAINING AGREEMENT

The agreement of Training made between Malolan. B A (hereinafter referred to as the "Trainee"), and SpringFive Consulting Services LLP ("SpringFive") on 13-01-2023. Wherein, the Trainee of his/her own freewill binds himself/herself as Trainee in SpringFive to serve for the period of full term of 3 months and the LLP agrees to permit the Trainee to train under itself for the aforesaid period.

1. Term

The term of this Training begins on 06-Feb-2023 and ends on 30-April-2023.

2. Location

The training location of the Trainee shall be in **Bengaluru, India** and Trainee should report to office at **11:00am at SpringFive Consulting Services LLP, 91 Springboard, 512/10, Service Lane, Outer Ring Rd, Mahadevapura, Bengaluru, Karnataka 560048.** However, on the discretion of SpringFive, the training location may be subject to change from time to time.

3. Stipend

The Trainee will be entitled to receive stipend of Rs.15,000/- monthly as decided by the Designated Partner of the LLP during the course of the Training.

4. Termination

i) Trainee shall not terminate the Training without the consent of the Designated Partner.
ii) SpringFive may at any time in its sole discretion, terminate the Training without notice or cause.

5. Confidentiality

The Trainee hereby acknowledges, and is aware, that during the course of the Training with SpringFive, the Trainee will come into possession of valuable information / technical know-how and proprietary information of SpringFive, including but not limited to current and future business information of SpringFive, its clients, suppliers or employees.

The Trainee shall undertake to keep all such information in strict confidence and reaffirm to fully adhere to all confidentiality obligations that are set forth in the current terms of the Training.

Envelope ID: 3150A5FF-2F5F-48DF-B945-2FF178D4C2CA

6. Intellectual Property:

The Trainee hereby acknowledges that SpringFive is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business-related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by the Trainee in course of the Training with SpringFive. The Trainee shall not in any manner whatsoever, represent and/or claim that to have any interest by way of ownership, assignment or otherwise in the same.

The Trainee acknowledges that SpringFive shall own all rights, title and interest including copyright in any work created by the Trainee in course of Training with SpringFive.

7. Asset Protection

The Trainee hereby acknowledges that he/she shall make all the reasonable efforts to safeguard SpringFive's Assets assigned to him for the purposes of carrying out the official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from the Trainee. The Trainee further undertakes to return all the assets assigned to him back to SpringFive at the time of termination or at the time of completion of Training.

8. Other terms and conditions

The Trainee hereby acknowledges and agrees to abide by all internal Policies of SpringFive, and SpringFive reserves the right to change these Policies at any time in its absolute discretion.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

The Trainee represent and warrant to not at any time during the period of Training with SpringFive, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with SpringFive's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

SpringFive
www.SpringFive.com

The Trainee agrees not to make any disparaging, defamatory or negative remarks or statements, whether oral or written to any third party regarding SpringFive or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India, and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

The parties have put their respective hands on the day and the year first herein above written.

Signed and delivered by
For and on behalf of
M/s. SpringFive Consulting Services LLP

DocuSigned by:
yashwant vizzappu
5D2ADF7DCF4A4B5...

Yashwant Vizzappu
Designated Partner

DocuSigned by:
Malolan
3F8DEF36F461443...

Acknowledged by _____ **(Malolan. B A)**

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: Ba. Malolau.

Branch: BTech - Information Technology

Date: 23.01.2023

Batch Nr: 224035

Graduating Year: 2023

Ref: 2023-IT-Springfin-14

(to be filled by the dept.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thill

Dr. R. Thillaikarasi

Date 24.1.2023.

Head T& P

Date 6/2/23

Approved by:

Principal

Date 7/2/23

PLINTRON®
Mobility Simplified

December 14, 2022

Mr. **Viwin Rojan P,**
9/B Pathiriyar Kovil Street,
Dalmia,
Tamil Nadu - 621652

Mr. **Viwin Rojan,**

Sub: **Internship cum Placement Offer**

We thank you for exploring career opportunities with Plintron.

You have successfully completed our initial selection process and we take great pleasure in offering you Internship Cum Placement in our organisation.

You could start your internship with us on 16-Jan-23, at our D.L.F. Chennai Office. You would be paid a stipend of Rs.10,000/- p.m. during your internship.

Upon completion of your graduation, you would be absorbed in the permanent rolls of the organisation at an annualized compensation of Rs.350,000/-. In addition to the above, you will be entitled to medical and gratuity benefits as per company policy.

We believe this offer represents the beginning of an exciting and satisfying career at Plintron and we will work together in building a world-class organization.

Wishing you the very best.

Yours Sincerely
For Plintron Mobility Solutions Pvt. Ltd,

K. N. Anand

K. N. Anand
Senior Vice President – Human Resource

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: VIWIN ROJAN . P Batch Nr: 224062

Branch: INFORMATION TECHNOLOGY Graduating Year: 2023

Date: 23/01/2023 Ref: 2023-IT-Plintron-15

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by:

HOD R. Thil Date 24.1.2023

Dr. R. Thillaikarasi

Head T & P Date 06/2/23.

Approved by:

Principal Date 7/2/23

Talent pace
Outcome Delivering IT Company

Letter of Appointment

Date: 22nd November, 2022

Dear Srinivasan M A,

Greetings from the Innovative and Dynamic team of TalentPace and welcome aboard.

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you an appointment as "**Software Engineer**" on the following terms and conditions:

JOINING DATE

Your Joining date will be informed later by the company subjected to your academic completion.

SALARY

Your CTC is Rs. 1,50,000/- per annum as per the attached "Annexure-A" for probation period and after probation period your CTC will be revised to Rs. 3,00,000/- per annum as per the attached "Annexure-B".

LEAVE

You will be entitled to take leave as per the provisions of company's policy.

TRANSFER

Your service is liable to be transferred to any place in India or abroad as per the company's need & policy.

WORKING HOURS

Your working hours will be as per the organization requirement which will be in force from time to time.

PROBATION

a) You shall be on probation for a period of 6 months.
b) During the probation period, if your performance is not satisfactory, the management reserves the right to terminate your service without assigning any reason thereof or without any notice or notice pay thereof.
c) The management also reserves the right to extend the probation period if your performance is not satisfactory.
d) After successful completion of probation, if your performance is satisfactory, your appointment shall be confirmed, in writing, by the management.

NOMINATION OF LEGAL HEIRS

Please fill and return the enclosed Provident Fund forms and Nomination form. In case of any change in the nomination due to changes in circumstances or any other reasons, you should inform the same to the company immediately.

SERVICE CONDITIONS

a) You shall perform the duties and carry out the assignments entrusted to you from time to time efficiently, sincerely and to the best of your ability and capacity upto the satisfaction of the project expectations as defined in the KRA and assessed periodically

b) We shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you an increment or promotion to higher grade or terminating your services.

c) You will retire from the company's services on reaching the age of 58 years.

d) Your services are liable to be transferred from one establishment, department or division of the company to the other anywhere in India, at the discretion of the Management.

e) You will be required to undergo medical examination during your tenure with the company. Your continuance in employment would depend on your remaining medically fit.

f) You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.

g) You will be required to sign a NDA specific to the project in which you are working in the interest of the company

h) During the course of your employment with us, you shall not accept any other employment, either full-time or part-time, either for remuneration or otherwise. Also, you shall not engage yourself in any trade, business or occupation and you shall devote your full time and energy in discharging your duties as our employees.

i) You shall communicate to the Management any change in your residential address, local and permanent.

j) The company shall be entitled to terminate your services without notice on any of the following grounds :

   a) You are convicted of a criminal offence by a competent Court of Law / Authority;

   b) You are found guilty of committing breach of any of the conditions of the employment or rules and regulations of the organization;

   c) If you misbehave, disobey or refuse to carry out the work orders of your Superior/Management or are irregular in attendance.

   d) If you are declared medically unfit by the medical practitioner appointed by the Company.

k) If you leave the organization within one year from the date of joining, you are liable to pay the cost of the trainings and certifications spent by the company.

l) You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.

m) Any dispute arising out of this employment shall be referred to the legal jurisdiction of Bangalore courts only.

Talent pace
Outcome Delivering IT Company

PERIOD OF NOTICE

After confirmation, your services are terminable without assigning any reason, by giving 3 month's notice in writing. The management reserves the right to shorten the notice period by paying the prorated amount for the balance period of the set 3 months. In the event of you decide to resign from the company, you have to serve notice for a period of 3 months. However, the company has the right to decide on the time/period of relieving depending upon the exigencies of the project / assignment.

Kindly go through the contents and return the duplicate copy of this letter duly signed by you as token of your acceptance for the terms and conditions mentioned herein. We welcome you on board and wish you all the very best in your new assignment.

Sincerely Yours,
For TALENTPACE PVT. LTD.



Ms. Neetisha Sharma

HR Manager

Talent pace
Outcome Delivering IT Company

Annexure-A

Salary Structure		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	2,121.00	25,452.00
Total	**10,971.00**	**1,31,652.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
ESI(Employer Contribution)	357.00	4,284.00
Gratuity	192.00	2,304.00
Health Insurance	500.00	6,000.00
Total Benefits	1,529.00	18,348.00
Total CTC	**12,500.00**	**1,50,000.00**

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Outcome Delivering IT Company

Annexure-B

Salary Structure – After Probation		
Salary Components	**Per Month in Rs.**	**Per Annum in Rs.**
Gross Salary - A:		
Basic	4,000.00	48,000.00
HRA	2,000.00	24,000.00
Conveyance	1600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Special Allowance	14,980.00	1,79,760.00
Total	**23,830.00**	**2,85,960.00**
Employee Benefits		
PF(Employer Contribution)	480.00	5,760.00
Health Insurance	500.00	6,000.00
Gratuity	192.00	2,304.00
Total Benefits	1172.00	14,064.00
Total CTC	**25,002.00**	**3,00,024.00**

DECLARATION

I have carefully read the above terms and conditions and that they are acceptable to me in full.

Name: **Srinivasan M A**

Signature& Date: Srinivasan 25/1/2022

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: SRINIVASAN.M.A Batch Nr: 224058

Branch: INFORMATION TECHNOLOGY Graduating Year: 2019–2023

Date: 24/01/2023 Ref: 2023-IT-Talent pace-16

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thil Date 24.1.2023
Dr. R. Thillaikarasi

Head T& P Date 06/2/23 .

Approved by:

Principal Date 7/2/2023

eSign Envelope ID: 67166532-2BF7-44CC-8E64-9E52AE135F39

TRAINING AGREEMENT

The agreement of Training made between Mukesh Balaji. N (hereinafter referred to as the "Trainee"), and SpringFive Consulting Services LLP ("SpringFive") on 13-01-2023. Wherein, the Trainee of his/her own freewill binds himself/herself as Trainee in SpringFive to serve for the period of full term of 3 months and the LLP agrees to permit the Trainee to train under itself for the aforesaid period.

1. Term

The term of this Training begins on 06-Feb-2023 and ends on 30-April-2023.

2. Location

The training location of the Trainee shall be in **Bengaluru, India** and Trainee should report to office at **11:00am at SpringFive Consulting Services LLP, 91 Springboard, 512/10, Service Lane, Outer Ring Rd, Mahadevapura, Bengaluru, Karnataka 560048.** However, on the discretion of SpringFive, the training location may be subject to change from time to time.

3. Stipend

The Trainee will be entitled to receive stipend of Rs.15,000/- monthly as decided by the Designated Partner of the LLP during the course of the Training.

4. Termination

i) Trainee shall not terminate the Training without the consent of the Designated Partner.
ii) SpringFive may at any time in its sole discretion, terminate the Training without notice or cause.

5. Confidentiality

The Trainee hereby acknowledges, and is aware, that during the course of the Training with SpringFive, the Trainee will come into possession of valuable information / technical know-how and proprietary information of SpringFive, including but not limited to current and future business information of SpringFive, its clients, suppliers or employees.

The Trainee shall undertake to keep all such information in strict confidence and reaffirm to fully adhere to all confidentiality obligations that are set forth in the current terms of the Training.

DocuSign Envelope ID: 67166532-2BF7-44CC-8E64-9E52AE135F39

6. Intellectual Property:

The Trainee hereby acknowledges that SpringFive is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, or any other business-related information or trade secrets of the Firm, including but not limited to, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by the Trainee in course of the Training with SpringFive. The Trainee shall not in any manner whatsoever, represent and/or claim that to have any interest by way of ownership, assignment or otherwise in the same.

The Trainee acknowledges that SpringFive shall own all rights, title and interest including copyright in any work created by the Trainee in course of Training with SpringFive.

7. Asset Protection

The Trainee hereby acknowledges that he/she shall make all the reasonable efforts to safeguard SpringFive's Assets assigned to him for the purposes of carrying out the official duties. Any theft or loss occurred due to negligence or carelessness or for any other reason shall be duly recovered from the Trainee. The Trainee further undertakes to return all the assets assigned to him back to SpringFive at the time of termination or at the time of completion of Training.

8. Other terms and conditions

The Trainee hereby acknowledges and agrees to abide by all internal Policies of SpringFive, and SpringFive reserves the right to change these Policies at any time in its absolute discretion.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

The Trainee represent and warrant to not at any time during the period of Training with SpringFive, pay, promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, or public international organization, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with SpringFive's business in violation of the applicable laws, including the Prevention of Corruption Act, 1988.

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The Trainee agrees not to make any disparaging, defamatory or negative remarks or statements, whether oral or written to any third party regarding SpringFive or any of their employees, contractors or other representatives or their business, products or services.

This Agreement shall be governed by the laws of India, and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

The parties have put their respective hands on the day and the year first herein above written.

Signed and delivered by
For and on behalf of
M/s. SpringFive Consulting Services LLP

DocuSigned by:
yashwant vizzappu
5D2ADF7DCF4A4B5...

Yashwant Vizzappu
Designated Partner

Acknowledged by DocuSigned by: N. Mukesh Balaji FB519ECC22194F4... (Mukesh Balaji. N)

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: N.MUKESH BALAJI

Batch Nr: 224031

Branch: IT

Graduating Year: 2023

Date: 24-01-2023

Ref: 2023-IT-SPRING FIVE-17

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD (Dr. R. Thillai Karasi) R. Thill

Date 24.1.2023

Head T & P

Date 06/2/23.

Approved by:

Principal

Date 7/2/2023

ZENTRON LABS

October 7, 2022

To
Mr. Kishore M G.
Saranathan College of Engineering,
Trichy – 620012.

Dear Kishore,

Subject: Offer of Internship

We are pleased to offer you the position of intern at Zentron Labs Pvt Ltd ("Zentron Labs"). Your internship period will be from **January 1, 2023, up to June 30, 2023**.

You will be treated as an employee during this period with regard to your privileges and policies. Zentron Labs employee rules and regulations, policies and procedures shall apply, including the requirement to sign an employee confidentiality agreement, and an intellectual property Assignment Agreement which, among other things, assigns all innovations and other intellectual property developed, conceived, or reduced to practice within the scope of the Internship, to Zentron Labs.

Your internship will be considered temporary employment with the company. A stipend of **Rs.10,000 (INR. Ten thousand only)** per month shall be paid to you during the regular internship period, as per the policy of the company.

Your initial designated place of work will be Trichy and can be changed based on Business needs.

Sincerely,
for Zentron Labs Private Ltd.

Krishnan R
Founder CEO

Kishore M G

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: M.G. KISHORE

Batch Nr: 224034

Branch: IT

Graduating Year: 2023

Date: 24/01/2023

Ref: 2023-IT-Zentron-18

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thil
Dr. R. Thillaikarasi

Date 24.1.2023

Head T & P

Date 06/2/23

Approved by:

Principal

Date 7/2/2023

iLink Multitech Solutions
Thinking Beyond

30/12/2022

WELCOME LETTER

Dear Karolin Kiruba R,

Welcome to the iLink family. We are excited to extend you an offer to join us as consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

iLink Multitech Solutions
Thinking Beyond

30/12/2022
IL-Che-Con-203

Karolin Kiruba R

Email: karolinkiruba910@gmail.com

Dear **Karolin Kiruba R**

Congratulations!

With reference to the interview held on **08/11/2022**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited**, **Chennai** for a period of 6 months.
Your work location will be based out of our office in Chennai at Origin Towers, 2nd and 3rd Floor, 11-13, Type II, Dr. VSI Estate, Thiruvanmiyur. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **23/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Multitech Solutions
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized colour photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: R. KAROLIN KIRUBA

Batch Nr: 224028

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 23 01 2023

Ref: 2023-IT-Ilink Digital-19

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R.Thilai
(Dr. R.Thillai Karasi)

Date 24.1.2023.

Head T& P

Date 06/2/23.

Approved by:

Principal

Date 7/2/23

coditas

Coditas Solution LLP. | LLPIN:AAQ-6182

12/12/2022
Reference No: CS/HR/OFFER/KR/12122022

To,
Ms. Kaavya R

INTERNSHIP + OFFER LETTER

Dear Kaavya,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our Company.

We would like to offer you a remuneration of **Rs.11,000** per month (incl. TDS). You are expected to join us in our office at Pune on **20th February 2023** and complete the necessary joining formalities.

Post the internship, we may offer you a permanent position with an updated remuneration of **Rs.6 LPA** and other benefits, the details of which are stated in the attached annexure.

This offer combines both an Internship and employment with Coditas, and it cannot be separated.

The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after the successful completion of your **6-month** internship program. The confirmation would be subject to your performance during the mentioned period, other records, and verification of documents submitted during your tenure. The decision made by the management regarding this would be final.
3. There will be no separate probation period, and your services will be confirmed after you successfully complete the internship program.
4. This position would require you to join and work from the office compulsorily.
5. Regular performance reviews will be done to assess your suitability during your internship. If your performance is not as per the satisfaction of the management, it can lead to termination of employment before the completion of 6 months of internship.
6. You can avail of the floater holidays as per the scheduled holiday calendar.
7. On confirmation, you shall be entitled to benefits as per the rules and regulations of the company.
8. The validity of this offer is **2 days** from the date of the release of this offer letter.

9. Your posting will be in Pune, however, you may be required to travel to client locations from time to time, if necessary.
10. You are expected to share the below documents (whichever applicable) on or before the date of joining:
    a. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
    b. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role.
    c. Photocopy of your passport along with a photocopy of Visa stampings (if any).
    d. One passport size photograph
    e. Age proof document
    f. Proof of permanent/local address
    g. PAN card, Aadhaar card

Please let us know in advance if you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills to handle the job responsibilities effectively. Pertaining to this, we would request you to notarize the attached service agreement on a Rs 500 stamp paper and share the hard copy with us on or before your date of joining.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: **Kaavya R** Batch Nr: **224025**

Branch: **Information Technology** Graduating Year: **2023**

Date: **03/02/2023** Ref: 2023-IT-Coditas - 20.

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by:

HOD R.Thil Date 3.2.2023

Dr. R.Thillaikarasi

Head T & P Date 3/2/23.

Approved by:

Principal Date 7/2/23

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Services, Redefined.

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CIN U72900TN2010PTC077255

February 3, 2023

Dear Kalaiarasu T,

We are thrilled to welcome you as an Intern into our Vuram family!

We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Details of your internship offer are attached. A copy of the same is to be signed and brought by you at the start of your internship. This offer is subject to you providing all the required documents and agreeing to all the offer terms and conditions.

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

Warm Regards,

Suresh Kumar C
Director - People & Operations, Vuram

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Offer Details

Appointment & Compensation

1. Your internship start date is the 8th of February 2023.
2. Your tentative end date is the 31st of May 2023(Subject to your final semester exams).
3. By accepting this internship offer, you are implicitly accepting our job offer as well. You will be liable to pay Vuram a sum of Rs. 50,000 in the event that you do not join us as a full-time employee (on the agreed date as per your job offer letter).
4. Your probation period in your job offer (usually 6 months), will be waived partially upon successful completion of your internship.
5. Vuram retains the right to revoke your job offer, in the event that your performance or other criteria aren't found to be satisfactory during the internship period.
6. During your internship, you will be receiving a stipend of Rs. 12,500/month, credited to your bank account on the last working day of the month
7. Your stipend will be pro-rated for any days that you are on leave.
8. You will be provided with complimentary breakfast, beverages, lunch and snacks, which you can choose to avail.
9. Any tax liability that you might have would entirely be your responsibility.
10. At the time of joining Vuram, please bring with you the following documents:
    a. Copy of internship and Vuram offer Letter.
    b. Copy of 10th mark sheet
    c. Copy of 12th mark sheet
    d. Copy of Diploma/Degree certificate or mark sheet of the most recently concluded semester
    e. Copy of your passport
    f. Copy of your PAN Card & Aadhar Card
    g. Copy of Bank passbook copy (front page)
    h. Medical Fitness certificate
11. Vuram retains the right to terminate your internship for any violation of the terms and conditions in this agreement, any misdemeanor or any act on your part that adversely affects Vuram's customers, its employees or its affiliates.
12. Your stipend information is confidential and should not be discussed, disclosed, shared with anyone other than the authorized finance representative of Vuram or the Managing Director. Breaching this clause of your agreement, will lead to immediate termination of internship.

Responsibilities

13. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.

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14. You are not to engage in any activity that have or will have an adverse impact on the reputation/image and business of Vuram, whether directly or indirectly.
15. You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy application to you.
16. You will always be required to abide by the company policies . These policies may be updated from time to time and you will be required to comply with these updates as well. Any such change in policy will be communicated to you.
17. You are expected to perform your duties in an ethical and integral way. Noncompliance with company policies and any unethical behavior could result in termination.
18. In connection with your internship and during the term of your internship you shall disclose and assign to Vuram as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall with the Policies of the Company in relation to Intellectual Property.

Conflicts of Interest

19. You are required to engage yourself exclusively in the work assigned by Vuram and shall not take up any independent or individual assignments (part time, full time or in advisory capacity) directly or indirectly without the written consent of your manager.
20. You shall not be involved, directly or indirectly or have any interest in or perform any services for any person or organization that are involved in activities, which shall be in conflict with interests of Vuram
21. You shall not sub-contract your work out to any individual or organization or provide access to your system or disclose any information you are presented with at Vuram to any organization, group or individual who may or may not have a conflict of interest with Vuram
22. You are not to solicit, induce or encourage
    a. Any employee of Vuram to terminate their internship with Vuram or to accept internship with any competitor, supplier or any customer with whom you have a connection
    b. Any customer or vendor of Vuram to move his existing business with Vuram to a third party or to terminate his business relationship with Vuram
    c. Any existing employee to become associated with, or perform services of any type for any third party.

Non-compete

23. You agree that upon my termination of your internship and notwithstanding the cause of termination, you shall not compete with the business of the Company, or its successors or assigns. The term "not compete" as used in this agreement means that you shall not directly or indirectly own, be employed by or work on behalf of any firm in any geography, engaged in a business substantially similar and competitive with Vuram. You also agree that you will not directly or indirectly contract or be employed by any of Vuram's partner organizations or

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customers. This non-compete agreement shall remain in full force and effect for 1 year commencing with the date of internship termination.

Confidentiality

24. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all Confidential Information and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Vuram and in the course of your internship. This covenant shall endure during your internship and for a period of one year from the cessation of your internship with Vuram (irrespective of the circumstances of, or the reasons for, the cessation)
25. You agree to respect all the non-disclosure agreements of Vuram with its sub-contractors, partners and customers.
26. By signing this document, you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Vuram.
27. You are not to disclose any information about any of Vuram's customers, its partners, prospects and projects to **anyone** outside of the organization
28. You are not to share documents, know-hows, presentations, or any materials hosted on any of Vuram's servers, on premise or on the cloud, that is prepared for Vuram or its partners or customers with anyone outside the organization
29. You are not to forward any email that you receive in your Vuram mailbox outside of Vuram, excluding to customers, partners and prospects
30. Vuram has most of its services hosted on the cloud making it globally accessible. At no point should you use any of these servers for personal reasons, including usage that directly or indirectly interferes with the law
31. You are not to hold demonstrations of any work or share any work by any means hosted on Vuram's or its partners or customer's servers to anyone outside the organization. This also includes any work that you have downloaded to your local machine.

General

32. Trust that you have not provided us with any false declarations of willfully suppressed any material information.
33. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing services required under this agreement.
34. It is a condition of your internship that you sign this agreement at the time of joining the company and you must comply with the undertaking thereafter.

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Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours Sincerely
For Vuram Technology Solutions Pvt Ltd

Suresh Kumar C
Director - People & Operations

I, Kalaiarasu T **agree to accept internship on the terms and conditions mentioned in the above letter.**

Date: 6/2/2023 **Signature:** K

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REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: KALAIARASU T

Batch No: 224026

Branch: Information Technology

Graduating Year: 2023

Date: 06-02-2022

Ref: 2023-IT-Vuram – 21

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R.Thil Date 6.2.2023.

Head T & P S.Jegan Date 06/2/23

Approved by:

Principal Date 6/2/23

cognizant

17-Jan-2023

Candidate ID: 24233875

Aswini Devi Balasubramanian
B.Tech Information Technology
Saranathan College of Engineering, Tiruchirappalli

Dear **Aswini Devi Balasubramanian,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.

- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

cognizant

• Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

• There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

• During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

• Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:

• Your Pan Card

• Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre-joining formalities**:

• 2 Passport sized Photographs preferably with a Grey / White background

• Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature: **Date:** 20/02/2023

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: Amrini Devi B

Batch Nr: 224010

Branch: Information Technology

Graduating Year: 2023

Date: 20.02.2023

Ref: 2023 - IT - CTS - 22

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD

Date 20.2.2023

Head T & P

Date 20/2/23

Approved by:

Principal

Date 21/2/23

cognizant

17-Jan-2023

Candidate ID: 24233876

Arsah A
B.Tech Information Technology
Saranathan College of Engineering, Tiruchirappalli

Dear **Arsah A,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months.** Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

• The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

• Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.

• You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

• The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

• After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

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• Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

• There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

• During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

• Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:
• Your Pan Card
• Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:
• 2 Passport sized Photographs preferably with a Grey / White background
• Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature: A. Arsath **Date:** 20/02/2023

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: Arsah A

Batch Nr: 224008

Branch: Information Technology

Graduating Year: 2023

Date: 20/02/2023

Ref: 2023-IT-CTS-23

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thilak

Date 20.2.2023

Head T & P

Date 20/2/23

Approved by:

Principal

Date 21/2

cognizant

13-Jan-2023

Candidate ID: 24198095

Abishek A S
B.Tech Information Technology
Saranathan College of Engineering, Tiruchirappalli

Dear **Abishek A S**,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.

- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

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• Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

• There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

• During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

• Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:
• Your Pan Card
• Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:
• 2 Passport sized Photographs preferably with a Grey / White background
• Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature: A S. Abhishek **Date:** 13-01-2023

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: A.S. ABISHEK

Batch No: 224004

Branch: INFORMATION TECHNOLOGY

Graduating Year: 2023

Date: 20.02.2023

Ref: 2023-IT-CTS-24

(to be filled by the dept.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD R. Thil

Date 20.2.2023

Head T & P

Date 20/2/23.

Approved by:

Principal

Date 21/2

cognizant

17-Jan-2023

Candidate ID: 24233962

Neekitha C
B.Tech Information Technology
Saranathan College of Engineering, Tiruchirappalli

Dear **Neekitha C,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

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- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

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- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

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• There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

• During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

• Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

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• Your Pan Card
• Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:
• 2 Passport sized Photographs preferably with a Grey / White background
• Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature: **Date:** 21/02/2023

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: Neekitha C

Batch Nr: 224042

Branch: Information Technology

Graduating Year: 2023

Date: 21/02/2023

Ref: 2023-IT-CTS-23

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD

Date 21/02/2023

Head T & P

Date 21/02/23

Approved by:

Principal

Date 21/2/23

Offer Letter - CII

1 message

Marymol Antony <marymol.a@cii.in> Thu, 23 Mar, 2023 at 10:19 am
To: Naraesh Archun K <naraesharchun@gmail.com>

Dear Mr Naraesh

Refer our earlier meetings and discussions earlier.

We are pleased to offer you employment as "**Executive**".

The breakup of the salary is enclosed for your reference.

Please send us your acceptance by return mail on receipt of this email along with your date of joining.

Your appointment will be subject to the clearance of the medical check-up.

The appointment letter will be issued on the day of your joining.

Please feel free to get in touch with us for clarifications, if any.

Regards

Marymol Antony

Senior Manager – HR

Confederation of Indian Industry

98/1, Velachery Main Road

Guindy, Chennai – 32

Mail : marymol.a@cii.in

Mob : 93840 63105

Disclaimer

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REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: K. Naraesh Archun Batch Nr: 224040

Branch: Information Technology Graduating Year: 2023

Date: 28.03.2023 Ref: 2023-IT-CIT-26.

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD Dr. R. Thillaikarasi Date 28.3.2023

Head T & P Date 28.03.2023

Approved by:

Principal Date

Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
SEZ Unit

Date: 28-Oct-2022

To

Ms.SINDHUJA J,
47, SINGLE STREET,
THIRUVANAI KOVIL,
TIRUCHIRAPPALLI-620005, TAMIL NADU.

Dear **Ms.SINDHUJA J,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF - QA** with **ZOHO CORPORATION PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on aneed-to-knowbasis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **27-Nov-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form.However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	28 Oct 2022
Name :	Sindhuja J	Place :	Chennai

ANNEXURE A

NAME : SINDHUJA J
DESIGNATION : MEMBER TECHNICAL STAFF - QA

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	**47600**	**571200**
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	**50000**	**600000**
Prosperity Sharing Plan		100000
Compensation for the first year		**700000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.

ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.500000/- (RUPEES FIVE LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal

HR Documents - Zoho

1 message

Zoho Corp India <hr-gateway@zohocorp.com>
Reply to: Zoho Corp India <hr-gateway@zohocorp.com>
To: sindhujajayavel1394@gmail.com

Fri, 28 Oct, 2022 at 12:21 pm

ZOHO Sign

HR Documents !

Sender	hr-gateway@zohocorp.com
Organization Name	Zoho Corp India
Expires on	Nov 27, 2022
Message to all	Congratulations Sindhuja J !

We are pleased to extend you an offer from ZOHO CORPORATION PRIVATE LIMITED.

Shared is the digital offer letter along with some of our important policies. Therefore we request you to download, read, understand and confirm your digital acceptance on or before **27-Nov-2022**.

Once done, our Operations team will get in touch with you to initiate your on-boarding process

In case of any queries with respect to your offer, feel free to mail to uma.rajendran@zohocorp.com.

Looking forward to welcome you aboard.

Regards,

Human Resources Team

Tel: 044-22707070

Private message -

Start Signing

This is an automated email from Zoho Sign. For any queries regarding this email, please contact the sender hr-gateway@zohocorp.com directly. If you think this email is inappropriate or spam, you may file a complaint with Zoho Sign here.

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: SINDHUJA. J

Batch Nr: 224056

Branch: Information Technology

Graduating Year: 2023

Date: 30/10/2022

Ref: IT-2022-23-Zoho-042

(to be ~~filled by~~ the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD (Dr. R. Thillaikarasi)

Date 31.10.22.

Head T& P

Date 31/10/22

Approved by:

Principal

Date 31/10/2022

PRINCIPAL
Saranathan College of Engineering
TRICHY - 12.

cognizant

06-Apr-2023

Candidate ID: 24870012

Keerthana S
B.Tech Information Technology
Saranathan College of Engineering, Tiruchirappalli

Dear **Keerthana S,**

Further to our Letter of Intent for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an internship on premises with us for **a period of 3 to 6 months**. Your internship on-boarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. Upon successful completion of internship, you will be part of the batch available for on-boarding ***as a full-time employee with Cognizant between July 2023 to August 2024****. In the event of unsatisfactory performance during the Internship or non-completion of the Internship, no Internship Completion Certificate shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.*

Section A: Terms and Conditions:

1. The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be cancelled if the mandatory requirement of minimum 85% attendance at office is not met in a month.

2. Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be cancelled if leaves are availed without prior approvals.

3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be cancelled.

4. The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be cancelled.

5. After successful completion of your internship if there is a business demand which expects you to get enabled on a different skill, you would be provided opportunity to get on-boarded into the CSD (Certified Skill Development) Program for training, failing which your Letter of Intent will be revoked.

6. Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

7. There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice. You would be required to complete Cognizant mandatory training's such as Code of Conduct and AUP within the given timelines.

8. During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate cancellation of the Internship.

9. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

10. It is hereby clarified that participation in this Internship shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this Internship does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this document.

11. Cognizant holds all rights to cancel this Internship Offer due to non-conformance of performance benchmark or moral code of conduct or in case of you failing to participate in the Internship within the given date/timeline or for such other any reasons upon providing written communication of the same to you. Upon such cancellation of this Internship Offer, your access and participation in the Internship shall stand cancelled.

12. At the time of your reporting for the internship, you will be required to sign a Non – Disclosure Agreement with the company. During the course of your internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

13. This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

14. For avoidance of doubt, it is herewith stated that the Internship shall stand cancelled on the below scenarios as well:

a. In the event of you accepting this Internship Offer but not joining into the Internship on the specified date and at specified location of on-boarding.
b. In the event of you not accepting this Internship Offer or failing to communicate acceptance within 3 calendar days as stated above, you would be provided with the CSD (Certified Skill Development) Offer

which you would need to take it up and complete the training, failing which your Letter of Intent will be revoked.

c. For such other operational, regulatory reasons including breach of terms herein.

Thereupon, your access shall also stand revoked, and Cognizant shall not be obligated to extend nor be liable for any claims due to cancellation of this Internship Offer.

On any of the above-mentioned scenarios (Refer to **Section A: Terms and Conditions**), if your Internship Offer has been cancelled then your Letter of Intent would also be revoked.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:

- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and re-uploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

In case of additional queries or concerns, you can raise a query at https://campus2cognizant.cognizant.com/Pages/PreLogin

We wish you good luck.

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

Maya Sreekumar
Vice President - Human Resources

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

Signature: **Date:** 07/04/2023

REQUEST FOR PERMISSION TO TAKE UP INTERNSHIP

SECTION – 3

APPROVAL PROCESS

Student Name: Keerthana.S Batch Nr: 224031

Branch: Information Technology Graduating Year: 2023

Date: 02/05/2023 Ref: 2023-CTS-27

(to be filled by the deptt.)

Attachments:

1. Student application
2. Copy of Letter Offering Internship
3. Parental Permission

Recommended by :

HOD Dr. R. Thillaikarasi Date 2.5.2023.

Head T & P Date 02/05/2023

Approved by:

Principal Date

Saranathan College of Engineering

Tiruchirappalli - 620 012

Mechanical Engineering

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Fathima Nagar Post,
Srirangam Taluk
Trichy - 620 012

Phone : 0431-2700 1177/1772/1773
URL : www.ranegroup.com
CIN : L63011TN2004PLC053045

25/07/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Abinesh R (REG.NO: 813821114001), BE (ME)** student of **Saranathan College of Engineering, Trichy** has done his **Internship** at our organization from **12/07/2023** to **25/07/2023**.

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 20.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. ADEL MOHAMMED ABBAS MOHAMMED A (Registration No: 813821114002) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING TRICHY – 620012, has undergone his project during the period from **04.07.2023** to **19.07.2023** at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (P) LTD TRICHY

RAJU ARAJ
TEAM LEADER -HR
TRICHY

THE THANJAVUR DISTRICT COOPERATIVE MILK PRODS' UNION LTD.,
NANJIKOTTAI ROAD, THANJAVUR.-613006
*****

Dr.Rajasekar S.Karishetti B.V.Sc.,
GENERAL MANAGER.

Phone: 04362-255379 / 255686
E-mail :gmaavintnj@gmail.com

Date: .07.2023

CERTIFICATE

This is to certify that Mr.Arun.M Reg.No.813821114003 Student of Saranathan College of Engineering, Tiruchirapalli studying II[nd] Year B.E (Mechanical Engineering) has successfully completed the In-plant training during the period from 21.06.2023 to 07.07.2023 in Thanjavur District Cooperative Milk Producers' Union Ltd.

GENERAL MANAGER.

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 25.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.G.ASWIN (Registration No: 813821114004) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING
TRICHY – 620012, has undergone his project during the period from 10.07.2023 to 25.07.2023 at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

ANAMALLAIS AGENCIES (P) LTD. TRICHY

R.YUVARAJ
TEAM LEADER -HR
TRICHY

प्रमाण पत्र सं / Certificate No.: 475/2023

दिनांक / DATE: 01-07-2023

दक्षिण रेलवे
SOUTHERN RAILWAY

कर्मशाला प्रशिक्षण केंद्र / WORKSHOP TRAINING CENTRE
केंद्रीय कर्मशाला, पोनमलै / CENTRAL WORKSHOP, PONMALAI

(An ISO 9001:2000,14001:2004, OSHAS 18001 : 2007 & EnMS 50001:2011 CERTIFIED WORKSHOP)

तिरुच्चिरापल्लि / Tiruchirappalli – 620 004

प्रमाण पत्र / CERTIFICATE

यह प्रमाणित किया जाता है कि श्री / श्रीमती / कुमारी .....

पुत्र / पुत्री ..... , ... के विद्यार्थी ने केंद्रीय कर्मशाला, दक्षिण रेलवे, पोनमलै - 620 004 में दिनांक ..... से ..... तक की अवधि के दौरान इन-प्लॉन्ट प्रशिक्षण प्राप्त किया ।

This is to certify that Shri / Smt / Kum. G. ASWIN B.E MECH *S/o/D/o.* M. GOPALAKRISHNAN *Student of* SARANATHAN COLLEGE OF ENGINEERING, TRICHY. *has undergone In-plant Training in Central Workshop, Southern Railway, Ponmalai - 620 004 during the period from* 26-06-2023 *to* 01-07-2023

मुख्य अनुदेशक / क प्र कें / पोनमलै

CI / WTC / GOC

प्राचार्य / क प्र कें / पोनमलै

PRINCIPAL / WTC / GOC

ACOUSTICS
INDIA

Our Ref: AIPL/HR/IPT/2023

August 16, 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.S.Aswin (Roll No:813821114005)** Third Year BE in Mechanical Engineering, Saranathan College of Engineering, Trichy District has carried out his "Internship Training" in our Organization from **18.07.2023 to 28.07.2023.**

During this time it has been observed that the candidate has shown interest in the subject and has put in extra effort to learn the various aspects pertaining to the training.

We wish him all success in all his future endeavours.

For Acoustics India Private Limited.,

(P.Periasamy)
Senior Manager - Human Resources

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Fathima Nagar Post,
Srirangam Taluk,
Trichy - 620 012

Phone : 88700 11771 / 72 / 73
URL : www.ranegroup.com
CIN : L63011TN2004PLC054948

10-Jul-23

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. BALAJI G (REG.NO: 813821114006), B.E (MECHANICAL ENGINEERING)*** *student of* ***SARANATHAN COLLEGE OF ENGINEERING*** *has done his* ***Internship*** *at our organization from* ***23-Jun-23*** *to* ***10-Jul-23****.*

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No 33AABCC2462L1ZT
CIN U05110TZ1991PTC003138
PAN AABCC2462L

Date: 20.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. M.BALAJI (Registration No: 813821114007) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING** TRICHY – **620012,** has undergone his project during the period from **04.07.2023 to 19.07.2023** at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (P) LTD TRICHY

R.YUVARAJ
TEAM LEADER -HR
TRICHY

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 20.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.R.BARANIDHARAN (Registration No: 813821114008) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING TRICHY – 620012, has undergone his project during the period from **04.07.2023 to 19.07.2023**

at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (P) LTD TRICHY

R. ILAVARAJ
TEAM LEADER -HR
TRICHY

CIN: L51102TN1946PLC001473
website: www.mmforgings.com

PLANT-2: ERASANAYAKANPATTI, VIRALIMALAI - 621 316. INDIA

11th July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.R.Dhanush Kumar Reg.No.813821114009 Second Year B.E Mechanical student of Saranathan College of Engineering, Trichy has done internship training in our organization from 23rd June 2023 to 11th July 2023.

During the above period his conduct and character was found 'Good'

For M M Forgings Limited

P.Dhayanithi
Deputy Manger - HR

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 13.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. R.DHINESHWARAN (Registration No: 813821114010) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING,
Panjappur – **620012, has undergone his project during the period from 26.06.2023 to 12.07.2023**

at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

TRICHY

ROYUVARAJ
TEAM LEADER -HR
TRICHY

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Pathinia Nagar Post,
Srirangam Taluk,
Trichy - 620 012.

Phone : 88700 11771 / 72 / 73
URL : www.ranegroup.com
CIN : L63011TN2004PLC054948

25/07/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. Gajendran G (REG.NO: 813821114011), BE (ME)*** *student of* ***Saranathan College of Engineering, Trichy*** *has done his* ***Internship*** *at our organization from* ***12/07/2023*** *to* ***25/07/2023****.*

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Fathima Nagar Post,
Srirangam Taluk,
Trichy - 620 012.

Phone
Web
CIN

25/07/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. Gowsick S (REG.NO: 813821114012), BE (ME)*** *student of* ***Saranathan College of Engineering, Trichy*** *has done his* ***Internship*** *at our organization from* ***12/07/2023*** *to* ***25/07/2023****.*

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

CERTIFICATE
OF APPRECIATION

Neulancers
DEVELOPING INNOVATIVE ENVIRONMENT

This is to certify that

Haribabu A

(REG.NO 813821114013) ***Student of SARANATHAN COLLEGE OF ENGINEERING has done INTERNSHIP on BUSINESS DEVELOPMENT*** at our organization from ***20th June, 2023*** to ***10th July, 2023*** (20 Days). During the said period he was good, Enthusiastic and was active in the completing the assignments given to him. We wish him all the very best for his future endeavors.

20/07/2023

DATE

SIGNATURE OF CEO

GST No 33ABQFS3267E2ZZ

Cell : 93855 89314
95974 85430
98424 77758

SREE SIVA SAKTHI ENGINEERING WORKS

Plot No.11, 12 & 13, SF No. 18 / 1-C, Avoor Main Road, Mathur,
Pudukkottai - 622 515.
Email : ssshangers@gmail.com

F06
31841

Date 19/07/2023

CERTIFICATE

This is to certify that **Mr.S.HARI HARAN (REG .NO : 813821114014)** a Student of **B.E. II rd year (MECHANICAL ENGINEERING)** from SARANATHAN COLLEGE OF ENGINEERING,TRICHY. has Successfully completed.

His Intership Training (from 21.06.2023 to 14.07.2023) in our organization.

During his training with us he was found Punctual and Hard working.

We wish him every Success in his Future Endeavours.

For **SREE SIVA SAKTHI ENGG WORKS**

Sree Sivasakthi Engineering Works

or SREE SIVA SAKTHI ENGG. WORKS

M BALACHANDRAN
MANAGING PARTNER

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Fathima Nagar Post,
Srirangam Taluk,
Trichy - 620 012

Phone : 88700 11771 / 72 / 73
URL : www.ranegroup.com
CIN : L63011TN2004PLC054948

10-Jul-23

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. IRFAN AHAMED I (REG.NO: 813821114015), B.E (MECHANICAL ENGINEERING)*** *student of* ***SARANATHAN COLLEGE OF ENGINEERING*** *has done his* ***Internship*** *at our organization from* ***23-Jun-23*** *to* ***10-Jul-23***.

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

Jothi Malleables Pvt. Ltd.,
A ISO/TS-16949 Company

Regd. Office : PB No.950, 1st Floor
3 (B-22), Sasthri Road, Thillainagar,
Tiruchirappalli - 620018, Tamilnadu, India
Tel : +91 431 2762889 / 4040501
Mail : jmalf@jmpigroups.com
CIN No. : U28990TN1973PTC006432
GSTIN : 33AAACJ0840J1ZX

Date: 22.07.2023

CERTIFICATE OF IN-PLANT TRANINIG

This is to certify that Mr.J.JEFFREY MELWIN (URN 813821114016) pursuing IInd Year Mechanical Engineering in Saranathan College of Engineering, Trichy-620 012 has successfully completed his In-Plant training programme in our Company from 05.07.2023 to 22.07.2023.

During the tenure of training, we found him very sincere, attentive and good behaviour.

Sr.Manager HR

Works : D-17 & 18, Developed Plots, Industrial Estate, Thuvakudi, Tiruchirapalli - 620 015
Tel. +91 431 - 2500289
Web : www.jmpigroups.com

CIN: L51102TN1946PLC001473
website: www.mmforgings.com

PLANT-2: ERASANAYAKANPATTI, VIRALIMALAI - 621 316. INDIA

11th July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.S.Kamalnath Reg.No.813821114017 Second Year B.E Mechanical student of Saranathan College of Engineering, Trichy has done internship training in our organization from 23rd June 2023 to 11th July 2023.

During the above period his conduct and character was found 'Good'

For M M Forgings Limited

P.Dhayanithi
Deputy Manger - HR

CIN: L51102TN1946PLC001473
website: www.mmforgings.com

PLANT-2: ERASANAYAKANPATTI, VIRALIMALAI - 621 316. INDIA

11th July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.M.Kanagamuthu Reg.No.813821114018 Second Year B.E Mechanical student of Saranathan College of Engineering. Trichy has done internship training in our organization from 23rd June 2023 to 11th July 2023.

During the above period his conduct and character was found 'Good'

For M M Forgings Limited

P.Dhayanithi
Deputy Manger - HR

CORPORATE OFFICE : SVK Towers, 8th Floor, A25, Industrial Estate, Guindy, Chennai-600 032, India.
PHONE:+91-44-7160 1000 FAX : +91-44-7160 1010
PLANT-1 : SINGAMPUNARI - 630 502. INDIA, PHONE: (04577) 242186

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 13.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. S. KEERTHIVASAN (Registration No: 813821114019) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING,** Panjappur – **620012,** has undergone his project during the period from **26.06.2023 to 12.07.2023**

at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (P) LTD TRICHY

KALAIRAJ
TEAM LEADER -HR
TRICHY

Jothi Malleables Pvt. Ltd.,
A ISO/TS-16949 Company

Regd. Office : PB No.950, 1st Floor,
3 (B-22), Sasthri Road, Thillainagar,
Tiruchirappalli - 620018, Tamilnadu, India.
Tel : +91 431 2762889 / 4040501
Mail : jmall@jmplgroups.com
CIN No : U28999TN1973PTC006432
GSTIN : 33AAACJ0840J1ZX

Date: 22.07.2023

CERTIFICATE OF IN-PLANT TRANINIG

This is to certify that Mr.Y. KESAVAN (URN 813821114020) pursuing IInd Year Mechanical Engineering in Saranathan College of Engineering, Trichy-620 012 has successfully completed his In-Plant training programme in our Company from 05.07.2023 to 22.07.2023.

During the tenure of training, we found him very sincere, attentive and good behaviour.

Sr. Manager HR

Works : D-17 & 18, Developed Plots, Industrial Estate, Thuvakudi, Tiruchirapalli - 620 015
Tel : +91 431 - 2500289
Web : www.jmplgroups.com

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Heavy Civil Infrastructure
P. B. No. 979, Mount Poonamallee Road,
Manapakkam,
Chennai - 600 089, INDIA
Tel : +91-44-3319 2000, 3319 3000
Fax : +91-44-3319 2950
www.Lntecc.com

HCI/TD/INT-C/2023-24/0246

31st July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Kiran Deva C N (Reg: 813821114021)** who is pursuing Bachelor of Engineering in the stream of Mechanical Engineering at Saranathan College of Engineering, Tiruchirappalli has successfully completed the Internship Training at the **CMRL RT01 project** from **27th June 2023 to 08th July 2023.**

We wish him all the success in his future endeavors.

Sincerely,
For LARSEN & TOUBRO LIMITED

LARSEN & TOUBRO LIMITED Heavy Civil Infra... Chennai

BEAULA
DGM – Learning & Development
Heavy Civil Infrastructure

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 13.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.G.R. KISHOORE (Registration No: 813821114022) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING,** Panjappur – **620012, has undergone his project during the period from 26.06.2023 to 12.07.2023**

at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (I) PVT. LTD. TRICHY

R. VIJAYARAJ
TEAM LEADER -HR
TRICHY

THE THANJAVUR DISTRICT COOPERATIVE MILK PRODS' UNION LTD.,
NANJIKOTTAI ROAD, THANJAVUR.-613006
*****

Dr.Rajasekar S.Karishetti B.V.Sc.,
GENERAL MANAGER.

Phone: 04362-255379 / 255686
E-mail :gmaavintnj@gmail.com

Date: .07.2023

CERTIFICATE

This is to certify that Mr.Kishore.A Reg.No.813821114023 Student of Saranathan College of Engineering, Tiruchirapalli studying II[nd] Year B.E (Mechanical Engineering) has successfully completed the In-plant training during the period from 21.06.2023 to 07.07.2023 in Thanjavur District Cooperative Milk Producers' Union Ltd.

GENERAL MANAGER.

Jothi Malleables Pvt. Ltd.,
A ISO/TS-16949 Company

Regd. Office : PB No.250, I.F.Road,
3 (8-22), Sasthri Road, Thillainagar,
Tiruchirappalli - 620018, Tamilnadu, India.
Tel : +91 431 2762889 / 4040561
Mail : jmoff@jmplgroups.com
CIN No. : U28990TN1973PTC004432
GSTIN : 33AAACJ0840H1ZX

Date: 22.07.2023

CERTIFICATE OF IN-PLANT TRANINIG

This is to certify that Mr S.KRITHICK PRASADH (URN 813821114024) pursuing IInd Year Mechanical Engineering in Saranathan College of Engineering, Trichy-620 012 has successfully completed his In-Plant training programme in our Company from 05.07.2023 to 22.07.2023.

During the tenure of training, we found him very sincere, attentive and good behaviour.

Sr. Manager HR

Jothi Malleables Pvt. Ltd.,
A ISO/TS-16949 Company

Regd Office : PB No 950, 1st Floor,
3 (8-22), Sasthri Road, Thillainagar,
Tiruchirappalli - 620018, Tamilnadu, India.
Tel : +91 431 2762889 / 4046501
Mail : jmoff@jmplgroups.com
CIN No : U28990TN1973PTC006432
GSTIN : 33AAACJ0840J1ZX

Date: 22.07.2023

CERTIFICATE OF IN-PLANT TRANINIG

This is to certify that Mr N. LANESH (URN 813821114025) pursuing IInd Year Mechanical Engineering in Saranathan College of Engineering, Trichy-620 012 has successfully completed his In-Plant training programme in our Company from 05.07.2023 to 22.07.2023.

During the tenure of training, we found him very sincere, attentive and good behaviour.

F. Dinesh Babu

Sr. Manager HR

Jothi Malleables Pvt. Ltd.,
A ISO/TS-16949 Company

Regd Office PB No 950, Ist Floor
3 (B 22), Sasthri Road, Thillainagar
Tiruchirappalli - 620018, Tamilnadu, India
Tel +91 431 2762889 / 4044560
Mail jmoff@jmplgroups.com
CIN No U28990TN1973PTC006432
GSTIN 33AAACJ0840J1ZX

Date: 22.07.2023

CERTIFICATE OF IN-PLANT TRANINIG

This is to certify that Mr A.LEO DHOBYAS (URN 813821114026) pursuing IInd Year Mechanical Engineering in Saranathan College of Engineering, Trichy-620 012 has successfully completed his In-Plant training programme in our Company from 05.07.2023 to 22.07.2023.

During the tenure of training, we found him very sincere, attentive and good behaviour.

Sr. Manager HR

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Fathima Nagar Post,
Srirangam Taluk,
Trichy - 620 012.

Phone : 91(0) 1771 / 72 / 73
URL : www.ranegroup.com
CIN : L31300TN2004PLC053467

25/07/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. Mithul Chavan R S (REG.NO: 813821114027), BE (ME)*** *student of* ***Saranathan College of Engineering, Trichy*** *has done his* ***Internship*** *at our organization from* ***12/07/2023*** *to* ***25/07/2023****.*

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No 33AABCC2462L1ZT
CIN U05110TZ1991PTC003138
PAN AABCC2462L

Date: 20.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. S.MOHAMMED FAIZAL (Registration No: 813821114028) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING** TRICHY – 620012, has undergone his project during the period from **04.07.2023 to 19.07.2023**

at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (P) LTD TRICHY

R. YUVARAJ
TEAM LEADER -HR
TRICHY

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 20.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. MOHAMED YAHAYA A(Registration No: 813821114029) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING** TRICHY – **620012, has undergone his project during the period from 04.07.2023 to 19.07.2023**

at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (P) LTD. TRICHY

R. YUVARAJ
TEAM LEADER -HR
TRICHY

Rane Brake Lining Limited

Plant : 4, Sathurakoth Village
Sattamu Karur Post
Sivagangai Dist
Pin-No-630[illegible]

Phone : 04[illegible]1771/72/73
URL : www.ranegroup.com
CIN : [illegible]1993PLC054942

10-Jul-23

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. MOHAMMED ASLAM S (REG.NO: 813821114030), B.E (MECHANICAL ENGINEERING)*** *student of* ***SARANATHAN COLLEGE OF ENGINEERING*** *has done his* ***Internship*** *at our organization from* ***23-Jun-23*** *to* ***10-Jul-23***.

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Fathima Nagar Post,
Srirangam Taluk,
Trichy - 620 012.

Phone : 88700 11771 / 72 / 73
URL : www.ranegroup.com
CIN : L63011TN2004PLC054948

10-Jul-23

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. NAVEEN V (REG.NO: 813821114032), B.E (MECHANICAL ENGINEERING)*** *student of* ***SARANATHAN COLLEGE OF ENGINEERING*** *has done his* ***Internship*** *at our organization from* ***23-Jun-23*** *to* ***10-Jul-23****.*

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

Rane Brake Lining Limited

25/07/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. Paramesh M (REG.NO: 813821114033), BE (ME)*** *student of* ***Saranathan College of Engineering, Trichy*** *has done his* ***Internship*** *at our organization from* ***12/07/2023*** *to* ***25/07/2023****.*

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Servjce
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 12.06.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **MR.M.PRAVEEN KUMAR (Registration No: 813821114034)** BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING ,. PANJAPPUR – 620012, has undergone his project during the period from **14.07.2023** to **29.07.2023** at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (P) LTD. TRICHY

R.YUVARAJ
TEAM LEADER -HR
TRICHY

Jai - Raj Industries

D - 63, Developed Plots Estate,
Thuvakudi, Trichy - 620 015.

Internship Certificate

This is to certify that Ms. RAGAVIGA.T (Reg. No. 813821114035) B.E (Mechanical Engineering) Student of SARANATHAN COLLEGE OF ENGINEERING, Trichy. Has undergone internship training in our industry at JAI-RAJ Industries, Thuvakudi, Trichy from 29-06-2023 to 12-07-2023.

She worked on Design and Fabrication processes. During Internship she has demonstrated her skills with self motivation to learn new skills. Her performance exceeded our expectations.

For JAI RAJ INDUSTRIES

Authorized Signatory

Jai-Raj Industries * Trichy-620 015 *

Dt: 26-07-2023

Phone : 0431-2500558 E-mail : jairajindustries@gmail.com Website : www.jai-raj.com
GSTIN : 33AAQFJ0752Q1ZU

आयुध निर्माणी, तिरुचिरापल्ली,
तमिलनाडु, पिन–620 016
ORDNANCE FACTORY, TIRUCHIRAPPALLI
TAMILNADU, PIN-620 016.
(एडवांस्ड वेपंस एंड इक्यूपमेंट इंडिया लिमिटेड की एक इकाई)
(A UNIT OF ADVANCED WEAPONS AND EQUIPMENT INDIA LIMITED (AWEIL))
भारत सरकार का उद्यम / A GOVERNMENT OF INDIA ENTERPRISE
रक्षा मंत्रालय / MINISTRY OF DEFENCE
सी.आई.एन. / CIN: U29270UP2021GOI150734.
An IS/ISO 9001:2015, 14001:2015, 45001:2018, 50001:2018& WASH certified and NABL accredited unit of AWEIL
सभी पत्रव्यवहार कार्यकारी निदेशक के नाम करें, किसी अधिकारी के नाम नहीं ।
All correspondence should be addressed to The Executive Director and not to any officer by Name.

No. 8714 /IPT/HRD/OFT **DATE: 01.07.2023**

CERTIFICATE

This is to certify that Shri. B. RAHUL RAMESH BABU S/o Shri. G. Babu Muruganandh, Student of Saranathan College of Engineering Tiruchirappalli, studying Second Year B.E (Mechanical Engineering) has completed In-plant Training at ORDNANCE FACTORY, TIRUCHIRAPPALLI from 19/06/2023 to 01/07/2023.

His conduct and progress of training in this factory were VERY GOOD.



Signature of the candidate **Head of Section /HRD** **Management Development Officer**

आयुध निर्माणी, तिरुचिरापल्ली
तमिलनाडु, पिन–620 016
फोन / Phone Nos. : (0431) 2581291 फैक्स / Fax No. : (0431)-2581136 ईमैल / Email : oft@ord.gov.in,
Ordnance Factory Tiruchirappalli
Tamilnadu, PIN-620 016

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 25.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.B.RAHUL RAMESH BABU (Registration No: 813621114036) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING** TRICHY – 620012, has undergone his project during the period from **10.07.2023 to 25.07.2023** at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED,

R.YUVARAJ
TEAM LEADER -HR
TRICHY

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Fathima Nagar Post,
Srirangam Taluk,
Trichy - 620 012

Phone
URL
CIN

25/07/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. Ram Prasath R (REG.NO: 813821114037), BE (ME)*** *student of* ***Saranathan College of Engineering, Trichy*** *has done his* ***Internship*** *at our organization from* ***12/07/2023*** *to* ***25/07/2023****.*

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

सवारी डिब्बा कारखाना, चेन्नै - 600038

रेल मंत्रालय की एक उत्पादन इकाई

INTEGRAL COACH FACTORY, CHENNAI - 600 038

A Production Unit Under Ministry of Railways

(ISO/TS 22163:2017-IRIS, ISO 9001:2015-QMS, ISO 14001:2015-EMS, ISO 45001:2018-OHSMS, ISO 50001:2018-EnMS Certified)

Sl.No. : M/131/2023

Date : 27.07.2023

सत्यमेव जयते

Certificate



This is to certify that Mr./Ms. ..C.RAMSHANKAR.....

Regn.No ....813821114038..... *Course* ....BE.....

Branch ....MECHANICAL....., ...SECOND...*Year, Student of*

SARANATHAN COLLEGE OF ENGINEERING, TRICHY - 620 012 ,

has undergone Internship Training from ...11.07.2023..... *to* .....27.07.2023.....

at Integral Coach Factory.

प्रधान / तप्र केंद्र का कार्यालय
स डि.का. / चेन्नै-38
I.C.F. Chennai-38
Office of the Principal / TTC

Principal
Technical Training Centre
ICF, Chennai-38

Jothi Malleables Pvt. Ltd.,
A ISO/TS-16949 Company

Regd. Office : PB No.250, Ist Floor,
3 (B-22), Sasthri Road, Thillainagar,
Tiruchirappalli - 620018, Tamilnadu, India.
Tel : +91 431 2762889 / 4040501
Mail : jmolf@jmplgroups.com
CIN No. : U28990TN1973PTC006432
GSTIN : 33AAACJ0840J1ZX

Date: 22.07.2023

CERTIFICATE OF IN-PLANT TRANINIG

This is to certify that Mr R.SANTHOSH KUMAR (URN 813821114039) pursuing IInd Year Mechanical Engineering in Saranathan College of Engineering, Trichy-620 012 has successfully completed his In-Plant training programme in our Company from 05.07.2023 to 22.07.2023.

During the tenure of training, we found him very sincere, attentive and good behaviour.

Sr. Manager HR

Works : D-17 & 18, Developed Plots, Industrial Estate, Thuvakudi, Tiruchirapalli - 620 015
Tel : +91 431 - 2500289
Web : www.jmplgroups.com

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 13.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. S.SATHISH (Registration No: 813821114040) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING,
Panjappur – **620012, has undergone his project during the period from 26.06.2023 to 12.07.2023**

at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES TRICHY

R. VIJAYARAJ
TEAM LEADER -HR
TRICHY

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Heavy Civil Infrastructure
P. B. No. 979, Mount Poonamallee Road,
Manapakkam,
Chennai - 600 089, INDIA
Tel : +91-44-3319 2000, 3319 3000
Fax : +91-44-3319 2950
www.Lntecc.com

HCI/TD/INT-C/2023-24/0246

31st July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Shanmugapriyan S (Reg: 813821114041)** who is pursuing Bachelor of Engineering in the stream of Mechanical Engineering at Saranathan College of Engineering, Tiruchirappalli has successfully completed the Internship Training at the **CMRL RT01 project** from **27th June 2023 to 08th July 2023.**

We wish him all the success in his future endeavors.

Sincerely,
For LARSEN & TOUBRO LIMITED

LARSEN & TOUBRO LIMITED Heavy Civil Infra IC - Chennai

BEAULA
DGM – Learning & Development
Heavy Civil Infrastructure

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Heavy Civil Infrastructure
P. B. No. 979, Mount Poonamallee Road,
Manapakkam,
Chennai - 600 089, INDIA
Tel : +91-44-3319 2000, 3319 3000
Fax : +91-44-3319 2950
www.Lntecc.com

HCI/TD/INT-C/2023-24/0246

31st July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Shubhankhar M (Reg: 813821114043)** who is pursuing Bachelor of Engineering in the stream of Mechanical Engineering at Saranathan College of Engineering, Tiruchirappalli has successfully completed the Internship Training at the **CMRL RT01 project** from **27th June 2023 to 08th July 2023.**

We wish him all the success in his future endeavors.

Sincerely,
For LARSEN & TOUBRO LIMITED

LARSEN & TOUBRO LIMITED Heavy Civil Infrastructure Chennai

BEAULA
DGM – Learning & Development
Heavy Civil Infrastructure

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 12.06.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **MR.K.SIVASHANKARAN (Registration No: 813621114044)** BL- II Year Student of SARANATHAN COLLEGE OF ENGINEERING ,. PANJAPPUR – 620012, has undergone his project during the period from **14.07.2023** to **29.07.2023** at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED TRICHY

R.YUVARAJ
TEAM LEADER
TRICHY

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Heavy Civil Infrastructure
P. B. No. 979, Mount Poonamallee Road,
Manapakkam,
Chennai - 600 089, INDIA
Tel : +91-44-3319 2000, 3319 3000
Fax : +91-44-3319 2950
www.Lntecc.com

HCI/TD/INT-C/2023-24/0242

31st July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Sowmyanarayanan S (Reg: 813821114045)** who is pursuing Bachelor of Engineering in the stream of Mechanical Engineering at Saranathan College of Engineering, Tiruchirappalli has successfully completed the Internship Training at the **EDRC Department** at the **Chennai HQ** from **26th June 2023 to 14th July 2023.**

We wish him all the success in his future endeavors.

Sincerely,
For LARSEN & TOUBRO LIMITED

LARSEN & TOUBRO LIMITED Heavy Civil Infra IC - Chennai

BEAULA
DGM – Learning & Development
Heavy Civil Infrastructure

प्रमाण पत्र सं / Certificate No.: 476/2023

दिनांक / DATE : 01-07-2023

दक्षिण रेलवे
SOUTHERN RAILWAY

कर्मशाला प्रशिक्षण केंद्र / WORKSHOP TRAINING CENTRE
केंद्रीय कर्मशाला, पोनमलै / CENTRAL WORKSHOP, PONMALAI

(An ISO 9001:2000,14001:2004, OSHAS 18001 : 2007 & EnMS 50001:2011 CERTIFIED WORKSHOP)

तिरुच्चिराप्पल्लि / Tiruchirappalli – 620 004

प्रमाण पत्र / CERTIFICATE

यह प्रमाणित किया जाता है कि श्री / श्रीमती / कुमारी .....

पुत्र / पुत्री ..... , ... के विद्यार्थी ने केंद्रीय कर्मशाला, दक्षिण रेलवे, पोनमलै - 620 004 में दिनांक ..... से ..... तक की अवधि के दौरान इन-प्लॉन्ट प्रशिक्षण प्राप्त किया ।

This is to certify that Shri / Smt / Kum. R. SRIRAM KUMAR. B.E MECH *S/o/D/o.* S. RAVICHANDRAN *Student of* SARANATHAN COLLEGE OF ENGINEERING, TRICHY. *has undergone In-plant Training in Central Workshop, Southern Railway, Ponmalai - 620 004 during the period from* 26-06-2023 *to* 01-07-2023

मुख्य अनुदेशक / क प के / पोनमलै

CI / WTC / GOC

प्राचार्य / क प के / पोनमलै

PRINCIPAL / WTC / GOC

SREE KARPAGAMOORTHY MOTORS LLP
SF No. 126/6, 125/2, Trichy-Chennai Bye Pass Road,
Near Appollo Hospital, Varaganeri, Tiruchirappalli-620 008.
T 63841 11777. E contact@skmmkia.com

Date : 26.07.2023

TO WHOM SO EVER IT MAY CONCERN

This Letter Is to Certify **Mr.Sriram Kumar.R,** (Reg No. 813821114046) B.E Mechanical Engineering Student of Saranathan Collage Of Engineering Tiruchirappalli, Has done project work Inplant training In Our Organization. The Period Assigned Was For 13 Days Starting From July 06St 2023 to 18th July 2023. During This Period, We Found **Sriram Kumar.R,** Much Involved, Engaged In The Stipulated Project And Found Satisfactory.

For Sree Karpagamoorthy Motors LLP

Sree Karpagamoorthy Motors LLP TRICHY-08

26/7/

General Manager

HR & Business Admin

THE THANJAVUR DISTRICT COOPERATIVE MILK PRODS' UNION LTD.,
NANJIKOTTAI ROAD, THANJAVUR.-613006

*****

Dr.Rajasekar S.Karishetti B.V.Sc.,
GENERAL MANAGER.

Phone: 04362-255379 / 255686
E-mail :gmaavintnj@gmail.com

Date: .07.2023

CERTIFICATE

This is to certify that Mr.Sundar.V Reg.No.813821114047 Student of Saranathan College of Engineering, Tiruchirapalli studying II[nd] Year B.E (Mechanical Engineering) has successfully completed the In-plant training during the period from 21.06.2023 to 07.07.2023 in Thanjavur District Cooperative Milk Producers' Union Ltd.

GENERAL MANAGER.

सवारी डिब्बा कारखाना, चेन्नै – 600038

रेल मंत्रालय की एक उत्पादन इकाई

INTEGRAL COACH FACTORY, CHENNAI - 600 038

A Production Unit Under Ministry of Railways

(ISO/TS 22163:2017-IRIS, ISO 9001:2015-QMS, ISO 14001:2015-EMS, ISO 45001:2018-OHSMS, ISO 50001:2018-EnMS Certified)

Sl.No. : M/130/2023

Date : 27.07.2023

Certificate



This is to certify that Mr./Ms. S.SURYA

Reg.No. 813821114048 Course BE

in the MECHANICAL, SECOND Year, Student of

SARANATHAN COLLEGE OF ENGINEERING, TRICHY - 620 012 ,

has undergone Internship/Training from 11.07.2023 to 27.07.2023

in Integral Coach Factory.

Principal

Technical Training Centre

ICF, Chennai-38

LARSEN & TOUBRO

Construction
Heavy Civil Infrastructure
P.B. No. 979, Mount Poonamallee Road
Manapakkam,
Chennai - 600 089, INDIA
Tel : +91-44-3319 2000, 3319 3000

HCI/TD/INT-C/2023-24/0246

31st July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Venkateshwaran B (Reg: 813821114049) who is pursuing Bachelor of Engineering in the stream of Mechanical Engineering at Saranathan College of Engineering, Tiruchirappalli has successfully completed the Internship Training at the CMRL RT01 project from 27th June 2023 to 08th July 2023.

We wish him all the success in his future endeavors.

Sincerely,
For LARSEN & TOUBRO LIMITED

REMYA
DGM – Learning & Development
Heavy Civil Infrastructure

प्रमाण पत्र सं / Certificate No.: 477/2023

दिनांक / DATE : 01-07-2023

दक्षिण रेलवे
SOUTHERN RAILWAY

कर्मशाला प्रशिक्षण केंद्र / WORKSHOP TRAINING CENTRE
केंद्रीय कर्मशाला, पोनमलै / CENTRAL WORKSHOP, PONMALAI

(An ISO 9001:2000,14001:2004, OSHAS 18001 : 2007 & EnMS 50001:2011 CERTIFIED WORKSHOP)

तिरुच्चिराप्पल्लि / Tiruchirappalli – 620 004

प्रमाण पत्र / CERTIFICATE

यह प्रमाणित किया जाता है कि श्री / श्रीमती / कुमारी .....

पुत्र / पुत्री ..... , ... के विद्यार्थी ने केंद्रीय कर्मशाला, दक्षिण रेलवे, पोनमलै - 620 004 में दिनांक ..... से ..... तक की अवधि के दौरान इन-प्लॉन्ट प्रशिक्षण प्राप्त किया ।

This is to certify that Shri / Smt / Kum. S. VETRIVEL B.E MECH *S/o/D/o.* V. SENTHIL *Student of* SARANATHAN COLLEGE OF ENGINEERING, TRICHY *has undergone In-plant Training in Central Workshop, Southern Railway, Ponmalai - 620 004 during the period from* 26-06-2023 *to* 01-07-2023

मुख्य अनुदेशक / क प्र कें / पोनमलै
CI / WTC / GOC

प्राचार्य / क प्र कें / पोनमलै
PRINCIPAL / WTC / GOC

SREE KARPAGAMOORTHY MOTORS LLP
SF No. 126/6, 125/2, Trichy-Chennai Bye Pass Road,
Near Appollo Hospital, Varaganeri, Tiruchirappalli-620 008.
T 63841 11777. E contact@skmmkia.com

Date : 26.07.2023

TO WHOM SO EVER IT MAY CONCERN

This Letter Is to Certify **Mr.Vetrivel.S,** (Reg No. 813821114050) B.E Mechanical Engineering Student of Saranathan Collage Of Engineering Tiruchirappalli, Has done project work Inplant training In Our Organization. The Period Assigned Was For 13 Days Starting From July 06St 2023 to 18th July 2023. During This Period, We Found **Vetrivel.S**, Much Involved, Engaged In The Stipulated Project And Found Satisfactory.

For Sree Karpagamoorthy Motors LLP

Sree Karpagamoorthy Motors LLP TRICHY-08

26/7/23

General Manager

HR & Business Admin

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Heavy Civil Infrastructure
P. B. No. 979, Mount Poonamallee Road,
Manapakkam,
Chennai - 600 089, INDIA
Tel : +91-44-3319 2000, 3319 3000
Fax : +91-44-3319 2950
www.Lntecc.com

HCI/TD/INT-C/2023-24/0246

31st July 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Vignesh N S (Reg: 813821114051)** who is pursuing Bachelor of Engineering in the stream of Mechanical Engineering at Saranathan College of Engineering, Tiruchirappalli has successfully completed the Internship Training at the **CMRL RT01 project** from **27th June 2023 to 08th July 2023.**

We wish him all the success in his future endeavors.

Sincerely,
For LARSEN & TOUBRO LIMITED

LARSEN & TOUBRO LIMITED Heavy Civil Infra DC - Chennai

BEAULA
DGM – Learning & Development
Heavy Civil Infrastructure

aavin THE THANJAVUR DISTRICT COOPERATIVE MILK PRODS' UNION LTD.,
NANJIKOTTAI ROAD, THANJAVUR.-613006
*****

Dr.Rajasekar S.Karishetti B.V.Sc.,
GENERAL MANAGER.

Phone: 04362-255379 / 255686
E-mail :gmaavintnj@gmail.com

Date: .07.2023

CERTIFICATE

This is to certify that Mr.Vishal.R.B Reg.No.813821114052 Student of Saranathan College of Engineering, Tiruchirapalli studying II[nd] Year B.E (Mechanical Engineering) has successfully completed the In-plant training during the period from 21.06.2023 to 07.07.2023 in Thanjavur District Cooperative Milk Producers' Union Ltd.

GENERAL MANAGER.

07/7/23

THE THANJAVUR DISTRICT COOPERATIVE MILK PRODS' UNION LTD.,
NANJIKOTTAI ROAD, THANJAVUR.-613006
*****

Dr.Rajasekar S.Karishetti B.V.Sc.,
GENERAL MANAGER.

Phone: 04362-255379 / 255686
E-mail :gmaavintnj@gmail.com

Date: .07.2023

CERTIFICATE

This is to certify that Mr.Vishanth.M Reg.No.813821114053 Student of Saranathan College of Engineering, Tiruchirapalli studying II[nd] Year B.E (Mechanical Engineering) has successfully completed the In-plant training during the period from 21.06.2023 to 07.07.2023 in Thanjavur District Cooperative Milk Producers' Union Ltd.

GENERAL MANAGER.

THE THANJAVUR DISTRICT COOPERATIVE MILK PRODS' UNION LTD.,
NANJIKOTTAI ROAD, THANJAVUR.-613006
*****

Dr.Rajasekar S.Karishetti B.V.Sc.,
GENERAL MANAGER.

Phone: 04362-255379 / 255686
E-mail :gmaavintnj@gmail.com

Date: .07.2023

CERTIFICATE

This is to certify that Mr.Yuga.M Reg.No.813821114054 Student of Saranathan College of Engineering, Tiruchirapalli studying II[nd] Year B.E (Mechanical Engineering) has successfully completed the In-plant training during the period from 21.06.2023 to 07.07.2023 in Thanjavur District Cooperative Milk Producers' Union Ltd.

GENERAL MANAGER.

SREE KARPAGAMOORTHY MOTORS LLP
SF No. 126/6, 125/2, Trichy-Chennai Bye Pass Road,
Near Appollo Hospital, Varaganeri, Tiruchirappalli-620 008.
T 63841 11777. E contact@skmmkia.com

Date : 26.07.2023

TO WHOM SO EVER IT MAY CONCERN

This Letter Is to Certify **Mr.Yuvarajan.T,** (Reg No. 813821114056) B.E Mechanical Engineering Student of Saranathan Collage Of Engineering Tiruchirappalli, Has done project work Inplant training In Our Organization. The Period Assigned Was For 13 Days Starting From July 06St 2023 to 18th July 2023. During This Period, We Found **Yuvarajan.T**, Much Involved, Engaged In The Stipulated Project And Found Satisfactory.

For Sree Karpagamoorthy Motors LLP

For

Karpagamoorthy Motors LLP TRICHY-08

26/7

General Manager

HR & Business Admin

Movement that inspires

प्रमाण पत्र सं / Certifcate No.: 473/2023

दिनांक / DATE : 01-07-2023

दक्षिण रेलवे
SOUTHERN RAILWAY

कर्मशाला प्रशिक्षण केंद्र / WORKSHOP TRAINING CENTRE

केंद्रीय कर्मशाला, पोनमलै / CENTRAL WORKSHOP, PONMALAI

(An ISO 9001:2000,14001:2004, OSHAS 18001 : 2007 & EnMS 50001:2011 CERTIFIED WORKSHOP)

तिरुच्चिराप्पल्लि / Tiruchirappalli – 620 004

प्रमाण पत्र / CERTIFICATE

यह प्रमाणित किया जाता है कि श्री / श्रीमती / कुमारी .....

पुत्र / पुत्री ..... , ... के विद्यार्थी ने केंद्रीय कर्मशाला, दक्षिण रेलवे, पोनमलै - 620 004 में दिनांक ..... से ..... तक की अवधि के दौरान इन-प्लॉन्ट प्रशिक्षण प्राप्त किया ।

This is to certify that Shri / Smt / Kum. T. YUVARAJAN B.E MECH *S/o/D/o.* K. THIYAGARAJAN *Student of* SARANATHAN COLLEGE OF ENGINEERING, TRICHY. *has undergone In-plant Training in Central Workshop, Southern Railway, Ponmalai - 620 004 during the period from* 26-06-2023 *to* 01-07-2023

मुख्य अनुदेशक / क प्र कें / पोनमलै
CI / WTC / GOC

प्राचार्य / क प्र कें / पोनमलै
PRINCIPAL / WTC / GOC

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 06.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.S.CHANDRU (RegNo: 813821114301) S/O Mr.B.SURESH KUMAR II Year BE (MECHANICAL) Student of SARANATHAN COLLEGE OF ENGINEERING, TRICHY-12, has successfully completed his Internship Training from 20.06.2023 to 06.07.2023 in our Company.

During the programme he's Conduct and Character was satisfactory.

We wish him for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (P) LTD. TRICHY

R.YUVARAJ
TEAM LEADER - HR
TRICHY

Rane Brake Lining Limited

Plant - 4, Sethurapatti Village,
Fathima Nagar Post,
Srirangam Taluk,
Trichy - 620 012.

Phone : 88700 11771 / 72 / 73
URL : www.ranegroup.com
CIN : L63011TN2004PLC054348

10-Jul-23

TO WHOMSOEVER IT MAY CONCERN

This is to certify that ***Mr. GOPINATH P (REG.NO: 813821114302), B.E (MECHANICAL ENGINEERING)*** *student of* ***SARANATHAN COLLEGE OF ENGINEERING*** *has done his* ***Internship*** *at our organization from* ***23-Jun-23*** *to* ***10-Jul-23***.

During the said period he was Good, Enthusiastic and was active in completing the assignments given to him.

We wish him all the very best for his future endeavors.

For Rane Brake Lining Limited

Jagadeesh Prasad P
Deputy Manager- HR

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 06.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.G.HARI HARA SUDHAN (RegNo: 813821114303) S/O Mr.GV.GOPI II Year BE (MECHANICAL) Student of SARANATHAN COLLEGE OF ENGINEERING, TRICHY-12, has successfully completed his Internship Training from 20.06.2023 to 06.07.2023 in our Company.

During the programme he's Conduct and Character was satisfactory.

We wish him for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

R.YUVARAJ
TEAM LEADER -HR
TRICHY

COIMBATORE ANAMALLAIS AGENCIES (P) LTD. TRICHY

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 06.07.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.R.HARIKRISHNAN (RegNo: 813821114304) S/O Mr.S.RAVEENDRAN II Year BE (MECHANICAL) Student of SARANATHAN COLLEGE OF ENGINEERING, TRICHY-12, has successfully completed his Internship Training from 20.06.2023 to 06.07.2023 in our Company.

During the programme he's Conduct and Character was satisfactory.

We wish him for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

R.YUVARAJ
TEAM LEADER - HR
TRICHY

COIMBATORE ANAMALLAIS AGENCIES (P) LTD. TRICHY

SSI. No. 18 - 13 - 06342 PMT PAN : AAEFKO964D GST : 33AAEFKO964D1ZO
Dated : 31.08.1986

30336 | A-16

KAY ENGINEERING WORKS

4, SIDCO ANCILLARY ESTATE, BOILER PROJECT (BHEL) POST, TRICHY - 620014
PHONE : 0431 - 2557347, 73730 50411, 73730 50413.
Kayengga16@yahoo,com

Date : 21-07-23

Ref.No.KEW / 30336 / 02

CERTIFICATE

This is certify that Mr.R.KATHIR, Reg. No. : 813821114305, 2nd year B.E. Student of Saranathan College of Engineering, Trichy – 620012.

Did his Training in our Organization from 03.07.2023 to 19.07.2023. He displayed keen enthusiasm in learning and was sincere his efforts, During the period we found his character and conduct to be good.

For KAY ENGINEERING WORKS

For KAY ENGINEERING WORKS

MANAGER

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Showroom & Service
TS No. 100, (Bye Pass Road),
Thimmaraya Samuthiram, Near New Cauvery Bridge,
Thiruvanaikaval, TRICHY - 620 005.
Ph : 0422 - 4429999, 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD 1999)
GST No. : 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138
PAN : AABCC2462L

Date: 12.06.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **MR.R.ROHIT (Registration No: 813821114307) BE- II Year Student of SARANATHAN COLLEGE OF ENGINEERING ,. PANJAPPUR – 620012,** has undergone his project during the period from **14.07.2023** to **29.07.2023** at our organization.

His attitude and work has been EXCELLENT.

During the training period his Conduct and Character was satisfactory.

We wish his for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

R.YUVARAJ
TEAM LEADER-HR
TRICHY

COIMBATORE ANAMALLAIS AGENCIES (P) LTD. TRICHY

प्रमाण पत्र सं / Certificate No. 474/2023

दिनांक / DATE 01-07-2023

दक्षिण रेलवे
SOUTHERN RAILWAY

कर्मशाला प्रशिक्षण केंद्र / WORKSHOP TRAINING CENTRE
केंद्रीय कर्मशाला, पोनमलै / CENTRAL WORKSHOP, PONMALAI

(An ISO 9001:2000,14001:2004, OSHAS 18001 : 2007 & EnMS 50001:2011 CERTIFIED WORKSHOP)

तिरुच्चिराप्पल्लि / Tiruchirappalli – 620 004

प्रमाण पत्र / CERTIFICATE

यह प्रमाणित किया जाता है कि श्री / श्रीमती / कुमारी .....

पुत्र / पुत्री ..... , ... के विद्यार्थी ने केंद्रीय कर्मशाला, दक्षिण रेलवे, पोनमलै - 620 004 में दिनांक ..... से ..... तक की अवधि के दौरान इन-प्लॉन्ट प्रशिक्षण प्राप्त किया ।

This is to certify that Shri / Smt / Kum. G. YOONUS NAVIN B.E MECH *S/o/D/o.* A. GEORGE CLEMENT *Student of* SARANATHAN COLLEGE OF ENGINEERING, TRICHY. *has undergone In-plant Training in Central Workshop, Southern Railway, Ponmalai - 620 004 during the period from* 26-06-2023 *to* 01-07-2023

मुख्य अनुदेशक / क प्र कें / पोनमलै
CI / WTC / GOC

प्राचार्य / क प्र कें / पोनमलै
PRINCIPAL / WTC / GOC

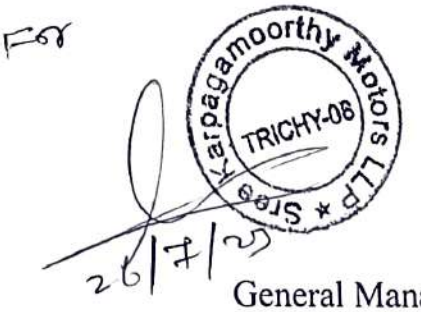
SREE KARPAGAMOORTHY MOTORS LLP
SF No. 126/6, 125/2, Trichy-Chennai Bye Pass Road,
Near Appollo Hospital, Varaganeri, Tiruchirappalli-620 008.
T 63841 11777 E contact@skmmkia.com

Date : 26.07.2023

TO WHOM SO EVER IT MAY CONCERN

This Letter Is to Certify **Mr.Yoonis Navin.G,** (Reg No. 813821114309) B.E Mechanical Engineering Student of Saranathan Collage Of Engineering Tiruchirappalli, Has done project work Inplant training In Our Organization. The Period Assigned Was For 13 Days Starting From July 06St 2023 to 18th July 2023. During This Period, We Found **Yoonis Navin.G**, Much Involved, Engaged In The Stipulated Project And Found Satisfactory.

For Sree Karpagamoorthy Motors LLP



General Manager

HR & Business Admin

THE ASIAN NEEDLES(DOLPHIN NEEDLES)

THURAIYUR MAIN ROAD,PULIVALAM,TRICHY 621006

Date : 18/05/2023

INTERNSHIP CERTIFICATE

Hari Haran T
THE Asian Needles
Thuraiyur main road,Pulivalam,trichy 621006

This is to certify that Mr. T.Hari Haran has successfully completed an internship at Asian **Needles**, , Trichy-620015 as an Mechanical Engineer Intern from **24/02/2023** to **02/05/2023**.

He worked on areas related to Electro plating ,Welding operation and Grinding .He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn.

We commend Mr. T.Hari Haran for his dedication, hard work, and valuable contributions during his internship at **Asian Needles** . We wish him all the best for his future.

The Asian Needles

R.T.KESAVAN
Chairman

Contact : +91 8122433953

THE ASIAN NEEDLES(DOLPHIN NEEDLES)
THURAIYUR MAIN ROAD,PULIVALAM,TRICHY 621006

Date : 18/05/2023

INTERNSHIP CERTIFICATE

Sam William A
THE Asian Needles
Thuraiyur main road,Pulivalam,trichy 621006

This is to certify that Mr. A.Sam William has successfully completed an internship at **Asian Needles**, , Trichy-620015 as an Mechanical Engineer Intern from **24/02/2023** to **02/05/2023**.

He worked on areas related to Electro plating ,Welding operation and Grinding .He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn.

We commend Mr. A.Sam Williamfor his dedication, hard work, and valuable contributions during his internship at **Asian Needles** . We wish him all the best for his future.

The Asian Needles

R.T.KESAVAN
Chairman

Contact : +91 8122433953

THE ASIAN NEEDLES(DOLPHIN NEEDLES)
THURAIYUR MAIN ROAD,PULIVALAM,TRICHY 621006

Date : 18/05/2023

INTERNSHIP CERTIFICATE

Hari Haran M
THE Asian Needles
Thuraiyur main road,Pulivalam,trichy 621006

This is to certify that Mr. M.Hari Haran has successfully completed an internship at **Asian Needles**, , Trichy-620015 as an Mechanical Engineer Intern from **24/02/2023** to **02/05/2023**.

He worked on areas related to Electro plating ,Welding operation and Grinding .He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn.

We commend Mr. M.Hari Haran for his dedication, hard work, and valuable contributions during his internship at **Asian Needles** . We wish him all the best for his future.

The Asian Needles

R.T.KESAVAN
Chairman

Contact : +91 8122433953

THE ASIAN NEEDLES(DOLPHIN NEEDLES)

THURAIYUR MAIN ROAD,PULIVALAM,TRICHY 621006

Date : 18/05/2023

INTERNSHIP CERTIFICATE

Murali Manohar K
THE Asian Needles
Thuraiyur main road,Pulivalam,trichy 621006

This is to certify that Mr. K.Murali Manohar has successfully completed an internship at **Asian Needles**, , Trichy-620015 as an Mechanical Engineer Intern from **24/02/2023** to **02/05/2023**.

He worked on areas related to Electro plating ,Welding operation and Grinding .He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn.

We commend Mr. K.Murali Manohar for his dedication, hard work, and valuable contributions during his internship at **Asian Needles** . We wish him all the best for his future.

The Asian Needles

R.T.KESAVAN
Chairman

Contact : +91 8122433953

THE ASIAN NEEDLES(DOLPHIN NEEDLES)

THURAIYUR MAIN ROAD,PULIVALAM,TRICHY 621006

Date : 18/05/2023

INTERNSHIP CERTIFICATE

Akash A
THE Asian Needles
Thuraiyur main road,Pulivalam,trichy 621006

This is to certify that Mr. K.Akash has successfully completed an internship at **Asian Needles**, , Trichy-620015 as an Mechanical Engineer Intern from **24/02/2023** to **02/05/2023**.

He worked on areas related to Electro plating ,Welding operation and Grinding .He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn.

We commend Mr. K.Akash for his dedication, hard work, and valuable contributions during his internship at **Asian Needles** . We wish him all the best for his future.

The Asian Needles

R.T.KESAVAN
Chairman

Contact : +91 8122433953

SRI ENERGY
EXCELLENCE IN EXTREMES

25.04.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms.Abinaya R (Reg No: 813819114002) D/O C.S.Ravi, student of Saranathan College of Engineering pursuing BE(Mechanical), has successfully completed her Internship in our organization from 02.02.2023 to 25.04.2023.

During the period of her internship with us she was found punctual, hardworking, and inquisitive.

We wish her every success in life.

For Sri Energy Valves Private Limited

SRI ENERGY VALVES PRIVATE LIMITED

Authorised Signatory

SRI ENERGY
EXCELLENCE IN EXTREMES®

25.04.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.Arularasu T (Reg No: 813819114014) S/O Thiruvarasu P, student of Saranathan College of Engineering pursuing BE(Mechanical), has successfully completed his Internship in our organization from 02.02.2023 to 25.04.2023.

During the period of his internship with us he was found punctual, hardworking, and inquisitive.

We wish him every success in life.

For Sri Energy Valves Private Limited

SRI ENERGY VALVES PRIVATE LIMITED

Authorised Signatory

SRI ENERGY
EXCELLENCE IN EXTREMES®

25.04.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.Balagangatharan M (Reg No:813819114018) S/O Mamundi Raj N, student of Saranathan College of Engineering pursuing BE(Mechanical), has successfully completed his Internship in our organization from 02.02.2023 to 25.04.2023.

During the period of his internship with us he was found punctual, hardworking, and inquisitive.

We wish him every success in life.

For Sri Energy Valves Private Limited

Authorised Signatory

SRI ENERGY VALVES PRIVATE LIMITED

SSI No: 33/015/11/05356 Dt. 24/4/08

: 93456 70481
0431-2501613

R & B
ENGINEERING WORKS

No.22, Tiny Sector
Sidco Industrial Estate
Thuvakudi
Trichirapalli-620 015

Date : 03/05/2023

INTERNSHIP CERTIFICATE

This is to certify that Mr. B.LOKESHWARAN has successfully completed an internship at **R & B Engineering works**, Thuvakudi, Trichy-620015 as an Mechanical Engineer Intern for a period of 90 days from **01/02/2023** to **01/05/2023**.

He worked on areas related to drawing works, lathe machine operation, drilling and boring operation, cutting operation, production process and documentation. He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn ,take new challenges.

We commend Mr. B.LOKESHWARAN for his dedication, hard work, and valuable contributions during his internship at **R & B Engineering works**. We wish him all the best for his future.

R & B Engineering works

For R & B ENGG WORKS

Proprietor

SRI ENERGY
EXCELLENCE IN EXTREMES®

25.04.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Khaja Moinudeen K (Reg No: 813819114307) S/O Kadar Basha A, student of Saranathan College of Engineering pursuing BE(Mechanical), has successfully completed his Internship in our organization from 02.02.2023 to 25.04.2023.

During the period of his internship with us he was found punctual, hardworking, and inquisitive.

We wish him every success in life.

For Sri Energy Valves Private Limited

SRI ENERGY VALVES PRIVATE LIMITED

Authorised Signatory

Teachnook
STARTING POINT FOR YOUR CAREER PATH

TEACHNOOK
592, 3rd Block,
Koramangala, Bengaluru,
Karnataka 560068

Re: Internship Acceptance letter

Dear ADHARSH NIJASTAN M,

We are pleased to offer you Mr. ADHARSH NIJASTAN M, Student of B TECH MECHANICAL ENGINEERING Department, SRI SAI RAM INSTITUTE OF TECHNOLOGY , for an internship in HYBRID ELECTRIC VEHICLE with our Company Teachnook collaborated with Wissenaire (IIT Bhubaneswar).
This is an Internship and Training Program. Our goal is for you to learn more about the domain, to get real industrial knowledge & experience.

As we discussed, your internship is expected to last for 2 months from March,2023 to April,2023.

[However, at the sole discretion of the Company, the duration of the internship may be extended or shortened with or without advance notice. During the Internship no leaves will be provided.]

As an intern, you will not be a Company employee. Therefore, you will not receive a salary, wages, or other compensation. In addition, you will not be eligible for any benefits that the Company offers its employees, including, but not limited to, health benefits, holiday pay, vacation pay, sick leave, retirement benefits. You understand that participation in the internship program is not an offer of employment, and successful completion of the internship does not entitle you to employment with the Company.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all this information strictly.

Confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

Teachnook
STARTING POINT FOR YOUR CAREER PATH

TEACHNOOK
592, 3rd Block,
Koramangala, Bengaluru,
Karnataka 560068

Re: Internship Acceptance letter

Dear Harish S ,

We are pleased to offer you Mr. Harish S , Student of Mechanical Engineering Department, Saranathan college of engineering , for an internship in Hybrid electric vehicles with our Company Teachnook collaborated with Wissenaire (IIT Bhubaneswar).
This is an Internship and Training Program. Our goal is for you to learn more about the domain, to get real industrial knowledge & experience.

As we discussed, your internship is expected to last for 3 months from March,2023 to May,2023.

[However, at the sole discretion of the Company, the duration of the internship may be extended or shortened with or without advance notice. During the Internship no leaves will be provided.]

As an intern, you will not be a Company employee. Therefore, you will not receive a salary, wages, or other compensation. In addition, you will not be eligible for any benefits that the Company offers its employees, including, but not limited to, health benefits, holiday pay, vacation pay, sick leave, retirement benefits. You understand that participation in the internship program is not an offer of employment, and successful completion of the internship does not entitle you to employment with the Company.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all this information strictly.

Confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

Kinaxis India Private Limited
(Formerly known as Prana Consulting Services Private Limited)

KINAXIS
KNOW SOONER. ACT FASTER.

Tower B, 15th Floor, Unit No 1501 to1504, World Trade Center,
5/142, Rajiv Gandhi Salai, Old Mahabalipuram Road,
Perungudi, Chennai 600096, Tamil Nadu
Email: indiahr@kinaxis.com | Website: www.kinaxis.com
CIN: U72900TN2011PTC082954 | GSTIN: 33AAGCP2857D2ZK

29 September 2022

Personal & Confidential – By PDF Email

Dinesh Kumar Govinda Raj
3/553, K.kallikudi Ramjinagar (po),
Tiruchirappalli,620009,
Tamil Nadu,
India

Sub: Offer of Internship ("Internship Offer")

Dear Dinesh Kumar:

It is our pleasure to extend to you an offer of internship with Kinaxis India Private Ltd. ("**Company**") on the terms and conditions set out below in the position of **Intern - Associate Consultant.** Once you return the signed Internship Offer, this offer will become an agreement that is binding on both you and the Company. Please note that this internship is for your benefit and training and nothing in this Internship Offer will be deemed to be an offer, or a guarantee, of employment with the Company. However, if your performance is satisfactory, the company may consider your candidature for offer of employment.

Start Date, Responsibilities and Work Schedule

Your internship will start on **2 January 2023** or such other date as otherwise notified to you in writing ("**Start Date**"). The duration of your internship shall be for a period of **Starts from January 02, 2023 and Ends on May 31, 2023** ("**Term**"). As an intern you will report initially to **Manivannan Aminjikarai Vedagiri,** and it may change time to time, to accommodate the changing needs of the Company. The Company reserves the right to extend the Term of your internship at their discretion.

During the internship duration you will be **Tower B, 15th Floor, Unit No 1501 to 1504, World Trade Center, 5/142, Rajiv Gandhi Salai, Old Mahabalipuram Road, Perungudi, Chennai 600096, Tamil Nadu.** But based on company and business imperatives, you may ask to report to any company location anywhere in India or abroad.

As an intern, you are required to work from **9:00 AM to 5:00 PM, Monday to Friday.** If you need information about accepting this Internship Offer, please contact Mithun Kumar at mkumar@kinaxis.com. The Company reserves the right to adjust your work schedule from time to time, to accommodate the changing needs of the Company, subject to applicable laws.

S. Balaji (8138191114019)

05 May 2023

Credited	**₹ 6890.58** Cr
Transaction ID	
Description	NEFT:BRAKES INDIA PRIVATE LIMITED IN1ON2
Account Number	XXXXXXXXXXX0955

Scanned with CamScann

Cistron Steel Technologies Pvt. Ltd.

Subsidiary of Cistron Technologies Inc. USA.

CST/*Internship*/2023/007

05th May 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Jaisriram R , Student of Saranathan College of Engineering**, Tiruchirappalli, has successfully completed his internship in Cistron Steel Technologies Private Limited at our Company during the period of **1st February 2023 to 29th April 2023.**

His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For Cistron Steel Technologies

CISTRON STEEL TECHNOLOGIES PRIVATE LIMITED TRICHY-620019

Mr. Nitheyananth

Director

10/15A, Pugal Nagar, 3rd Street, Thanjai Road,
Trichy – 620019,Tamilnadu.
www.cistrontechnologies.com

SRI ENERGY
EXCELLENCE IN EXTREMES®

25.04.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.Deepamani R (Reg No: 813819114026) S/O Ramakrishnan S, student of Saranathan College of Engineering pursuing BE(Mechanical). has successfully completed his Internship in our organization from 02.02.2023 to 25.04.2023.

During the period of his internship with us he was found punctual, hardworking, and inquisitive.

We wish him every success in life.

For Sri Energy Valves Private Limited

SRI ENERGY VALVES PRIVATE LIMITED

Authorised Signatory

Cistron Steel Technologies Pvt. Ltd.

Subsidiary of Cistron Technologies Inc. USA.

CST/*Internship*/2023/005 **05th May 2023**

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Desigan M, Student of Saranathan College of Engineering**, Tiruchirappalli, has successfully completed his internship in Cistron Steel Technologies Private Limited at our Company during the period of **1st February 2023 to 29th April 2023.**

His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For **Cistron Steel Technologies**

CISTRON STEEL TECHNOLOGIES PRIVATE LIMITED TRICHY-620019

Mr. Nitheyananthan

Director

10/15A, Pugal Nagar, 3rd Street, Thanjai Road,
Trichy – 620019,Tamilnadu.
www.cistrontechnologies.com

Cistron Steel Technologies Pvt. Ltd.

Subsidiary of Cistron Technologies Inc. USA.

CST/*Internship*/2023/006 **05th May 2023**

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Anbarasu P, Student of Saranathan College of Engineering**, Tiruchirappalli, has successfully completed his internship in Cistron Steel Technologies Private Limited at our Company during the period of **1st February 2023 to 29th April 2023.**

His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For **Cistron Steel Technologies**

CISTRON STEEL TECHNOLOGIES PRIVATE LIMITED TRICHY-620019

Mr. Nitheyananthan

Director

10/15A, Pugal Nagar, 3rd Street, Thanjai Road,
Trichy – 620019,Tamilnadu.
www.cistrontechnologies.com

Cistron Steel Technologies Pvt. Ltd.

Subsidiary of Cistron Technologies Inc. USA.

CST/*Internship*/2023/004 **05th May 2023**

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Dhamotharan M, Student of Saranathan College of Engineering**, Tiruchirappalli, has successfully completed his internship in Cistron Steel Technologies Private Limited at our Company during the period of **1st February 2023 to 29th April 2023**.

His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For Cistron Steel Technologies

CISTRON STEEL TECHNOLOGIES PRIVATE LIMITED TRICHY-620019

Mr. Nitheyanantham

Director

10/15A, Pugal Nagar, 3rd Street, Thanjai Road,
Trichy – 620019,Tamilnadu.
www.cistrontechnologies.com

NPTEL Online Certification

(Funded by the MoE, Govt. of India)



This certificate is awarded to

MOHAMMED FAZIL N

for successfully completing the course

Fundamentals of Welding Science and Technology

with a consolidated score of **50** %

Online Assignments	20.42/25	Proctored Exam	30/75

Total number of candidates certified in this course: **720**

Jan-Mar 2023

(8 week course)

Prof. T. V. Bharat
Head, Centre for Educational Technology
NPTEL Coordinator, IIT Guwahati

Indian Institute of Technology Guwahati

FREE ONLINE EDUCATION swayam शिक्षित भारत, उन्नत भारत

Roll No: NPTEL23ME20S35730021

To validate the certificate

No. of credits recommended: 2 or 3

Elite

NPTEL Online Certification

(Funded by the MoE, Govt. of India)



TOP TOPPER 2%

This certificate is awarded to

MOHAMED AJMAL MI

for successfully completing the course

Fundamentals of Welding Science and Technology

with a consolidated score of **80** %

Online Assignments	21.88/25	Proctored Exam	57.75/75

Total number of candidates certified in this course: **720**

Jan-Mar 2023

(8 week course)

Prof. T. V. Bharat
Head, Centre for Educational Technology
NPTEL Coordinator, IIT Guwahati

Indian Institute of Technology Guwahati

FREE ONLINE EDUCATION swayam शिक्षित भारत, उन्नत भारत

Roll No: NPTEL23ME20S35731714

To validate the certificate

No. of credits recommended: 2 or 3

ANDAVAR ENGINEERING INDUSTRIES

HIGH CRITICAL VALVE SOLUTIONS - SUPPLY, SERVICE & REVERSE ENGINEERING

S.F.NO.210/1C, Corporation Road,
Ariyamangalam, Trichy - 620 010,
Tamil Nadu, India.

NSIC : 0025055
SSI : 181310599
GST : 33AAIFPB2518B1ZL

Date:15.04.2023

INTERNSHIP CERTIFICATE

This is to certify that **Mr. R Kishan** has successfully completed an internship at **Andavar Engineering Industries**, Ariyamangalam, Trichy-10 as a Mechanical Engineer Intern for a period of 45 days from **30.01.2023 to 15.04.2023.**

He worked on various areas related to machine operations, production process including documentation and drawing works. In addition, Kishan was also assigned the responsibility of a **Junior Site Engineer for Adani Thermal Power Plant in Raipur** during his internship. He showed good project management skills, worked closely with the team on site, and made valuable contributions towards the successful completion of the projects.

Kishan showed excellent communication skills, worked well in a team, and demonstrated a willingness to learn and take on new challenges.

We commend Kishan R for his hard work, dedication, and valuable contributions during his internship at **Andavar Engineering Industries.** We wish him all the best for future endeavors.

ANDAVAR ENGG. INDUSTRIES Trichy-10

For Andavar Engineering Industries

M. Balasubramaniam
Proprietor

Contact : +91 9884351900, +91 9791012852
Email : andavareng@yahoo.in

ACOUSTICS INDIA

Our Ref: AIPL/HR/IPT/2023

May 18, 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.K.Ajayeshwar (Roll No:813819114005)** Final Year in Bachelor of Engineering, Saranathan College of Engineering, Trichy, has carried out his "Internship Training" in our Organization from **18.01.2023 to 17.04.2023.**

During this time it has been observed that the candidate has shown interest in the subject and has put in extra effort to learn the various aspects pertaining to the training.

We wish him all success in all his future endeavours.

For Acoustics India Private Limited.,

(P.Periasamy)

Senior Manager- Human Resources

SIMULATION LAB®

Online Research Internship

Bhavan Rbn

has completed 2 months of internship as CAE Engineer in Product Development Center of 'Simulation Lab - Scientific Research and Development Center'

Verified Certificate
Issued April 2023

Valid Certificate ID
4FCW87GSY5

Duration : 13 February 2023 to 07 April 2023

Research Domain : Automobile Research (Electric Vehicles)

Research Title : Battery Thermal Management System (BTMS) using Nanofluids for EVs

Hitesh Singh Waskale
Director

Snehal Bharat Bhote
Executive Director

Link to Verify Certificate
https://www.simulationlab.in/vc

ANSYS, ZOHO & NVIDIA | Partner & Sponsor

www.simulationlab.in

NPTEL Online Certification

(Funded by the MoE, Govt. of India)



This certificate is awarded to

MUKESH M

for successfully completing the course

Mechanical Measurement System

with a consolidated score of **42** %

Online Assignments	11.54/25	Proctored Exam	30/75

Total number of candidates certified in this course: **29**

Prof. Sanjeev Manhas
Coordinator, Continuing Education Centre
IIT Roorkee

Feb-Apr 2023

(8 week course)

Prof. Priti Maheshwari
NPTEL Coordinator
IIT Roorkee

Indian Institute of Technology Roorkee

FREE ONLINE EDUCATION swayam शिक्षित भारत, उन्नत भारत

Roll No: NPTEL23ME09S54780858

To validate the certificate

No. of credits recommended: 2 or 3

NPTEL Online Certification

(Funded by the MoE, Govt. of India)



This certificate is awarded to

MUGUNDHAN S

for successfully completing the course

Mechanical Measurement System

with a consolidated score of **40** %

Online Assignments	10.29/25	Proctored Exam	30/75

Total number of candidates certified in this course: **29**

Prof. Sanjeev Manhas
Coordinator, Continuing Education Centre
IIT Roorkee

Feb-Apr 2023
(8 week course)

Priti Maheshwari

Prof. Priti Maheshwari
NPTEL Coordinator
IIT Roorkee

Indian Institute of Technology Roorkee

FREE ONLINE EDUCATION swayam शिक्षित भारत, उन्नत भारत

Roll No: NPTEL23ME09554740316 | To validate the certificate | No. of credits recommended: 2 or 3

Cistron Steel Technologies Pvt. Ltd.

Subsidiary of Cistron Technologies Inc. USA.

CST/*Internship*/2023/003 **05th May 2023**

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Hema Priya P, Student of Saranathan College of Engineering**, Tiruchirappalli, has successfully completed her internship in Cistron Steel Technologies Private Limited at our Company during the period of **1st February 2023 to 29th April 2023.**

Her skills and efforts during the training were commendable and we wish her all the best for her future endeavors.

For **Cistron Steel Technologies**

CISTRON STEEL TECHNOLOGIES PRIVATE LIMITED TRICHY-620019

Mr. Nithieyananthan

Director

10/15A, Pugal Nagar, 3rd Street, Thanjai Road,
Trichy – 620019,Tamilnadu.
www.cistrontechnologies.com

cognizant

07-Apr-2023

Candidate ID: 24886524

Ajay Kumar K
B.E. Mechanical
Saranathan College of Engineering, Tiruchirappalli

Dear **Ajay Kumar K,**

Further to our Letter of Intent for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an internship on premises with us for **a period of 3 to 6 months**. Your internship on-boarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. Upon successful completion of internship, you will be part of the batch available for on-boarding ***as a full-time employee with Cognizant between July 2023 to August 2024****. In the event of unsatisfactory performance during the Internship or non-completion of the Internship, no Internship Completion Certificate shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.*

Section A: Terms and Conditions:

1. The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be cancelled if the mandatory requirement of minimum 85% attendance at office is not met in a month.

2. Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be cancelled if leaves are availed without prior approvals.

3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be cancelled.

ADVANCED ENGINEERING SERVICES

Life Needs A Lot More Engineering...

To,

Mr. Chanakya M,

chanakyachallenger@gmail.com

+91 99435 46576

Subject: Letter for Appreciation

Dear Mr. Chanakya M,

With reference to your internship in our organization-AES from **1st February, 2023** to **1st May, 2023,** we wish to place on record our appreciation for the services rendered by you during this period.

As a token of our appreciation, please accept a cash award of INR 12,000.

Keep up your good work

With best wishes for your future endeavour.

Yours truly,

For Advanced Engineering Services,

ADVANCED ENGG. SERVICES

(Franklin KBR)
Manager - Business Development

Regd. Address :No. 34, Sri Mari Avenue, Palur, Lalgudi, Trichy, Tamilnadu - 621 216
Main Branch : No.7/1,1st Floor Vinayaka Nagar 2nd Street, Karumandapam, Trichy, Tamilnadu - 620001
Hand Phone : +91 9791998876 **E-mail** : info@aes-group.in **Website** : www.aes-groups.in

ITC Limited
FOODS DIVISION,
ICML Pudukkottai,
Velur & Vadugappatti Village,
Viralimalai, Pudukkottai District,
Tamil Nadu - 621 316.

Enduring Value

13.04.2023

CERTIFICATE

This is to certify that **Mr. Gokul S** from Saranathan College of Engineering, Tiruchirappalli has undergone internship at our manufacturing unit from 01.02.2023 to 27.03.2023.

During this period, he has shown a keen sense of interest and enthusiasm to learn about the manufacturing process of Atta category.

We wish him success in all his future endeavours.

For ITC Ltd – Foods Division

Authorized Signatory

ITC Limited
FOODS DIVISION,
ICML Pudukkottai,
Velur & Vadugappatti Village,
Viralimalai, Pudukkottai District,
Tamil Nadu - 621 316.

Enduring Value

13.04.2023

CERTIFICATE

This is to certify that **Mr. Amalraj C** from Saranathan College of Engineering, Tiruchirappalli has undergone internship at our manufacturing unit from 01.02.2023 to 31.03.2023.

During this period, he has shown a keen sense of interest and enthusiasm to learn about the manufacturing process of Snacks and Noodles category.

We wish him success in all his future endeavours.

For ITC Ltd – Foods Division

Authorized Signatory

NexTurn India Private Limited
1-30/45, Prashanthi Enclave, Kanajiguda, Hyderabad - 500015, India
Mail ID: info@nexturn.com
Phone: +91 7993810031

Date: - 07-September-2022

To,
Mr./.Ms. Radhakrishnan S,
Department of Mechanical Engineering,
Saranathan College of Engineering
Trichy - 620012
Mobile No.:9361666519
e - mail:
subha1976srinivasan@gmail.com

Sub: Offer Letter

Dear Radhakrishnan S,

With reference to the interview, and based on subsequent discussions we had with you, we are pleased to offer you the position of **"Software Engineer-intern"** in our Company. We would expect you to join our company as an **'Intern'** on or before **12-Sept-2022.** This offer must be accepted within three (3) days from date of issuance beyond which it would stand withdrawn. Your appointment & conversion as a full-time employee is subject to the following terms and conditions. Annexure "B" is integral part of this offer letter.

1. You will be appointed as **"Software Engineer-intern"** for a period of 12 months tenure. Your training period will be part of your probation period. Training period dates vary based on leaves taken for final semester examination break.
2. Only during internship period starting from January 2023 or in person stay in Hyderabad training centre, you will be paid a stipend of **INR.10,000 /-** per month. Your services will be converted in a fulltime role, only post successful completion of training program.
3. Your internship will be converted & you will be appointed as a **"Software Engineer** "on or before **11th September 2023** with salary revision, only after successful completion of the internship & training period, which is spread across twelve (12) months program conducted in three phases.
   - Phase 1 - Virtual classroom training - MOOC / online certification course
   - Phase 2 – In-person classroom training - Four (4) months in NexTurn training facility in Hyderabad post 7th semester exam completion which is expected to be from third week of December or First week of January.
   - Phase 3 – Project training - Students will complete their final year project (academic requirement) with NexTurn from first week of April as a part of tailored training program

   All the phases will have continuous assessment cycle for measuring performance which will be shared in a form of feedback on regular basis
4. After regularization of service & on appointment as full-time employee your Annual CTC will be of **INR Five Lakh Fifty thousand Only (INR 5,50,000/-)** which includes **INR One Lakh (INR 1,00,000/-)** of Annual variable amount. For each Fiscal Year during the employment tenure, the company will pay to the employee a profit-sharing bonus (PSB), based on Fiscal year Performance. PSB will be determined for each fiscal year by the company. Above CTC & PSB will be subject to deductions for PF contributions, Group Insurance, Professional Tax, I.T. etc. This includes all allowances for Accommodation, Conveyance, Leave Travel, Medical Reimbursement & required for Work from home infrastructure etc.
5. You shall keep your salary details strictly confidential & with you only.
6. In the event of any information given in your application/C.V/Resume & during interview being found incorrect in any respect, this offer will be held void and stands cancelled. If, any dispute arises, it will be handled legally if required.
7. The detailed appointment letter will be issued to you from our office on or after the date of joining & on submission of required documents.

Wishing you all the best,
for NexTurn India Private Limited,

Bhaskar Vadlamani
Founder, COO & MD India
07/09/22

(Radhakrishnan S)
Signature & Name

ITC Limited
FOODS DIVISION,
ICML Pudukkottai,
Velur & Vadugappatti Villa
Viralimalai, Pudukkottai Di
Tamil Nadu - 621 316.

Enduring Value

13.04.2023

CERTIFICATE

This is to certify that **Mr. Sudhakar G** from Saranathan College of Engineering, Tiruchirappalli has undergone internship at our manufacturing unit from 01.02.2023 to 13.04.2023.

During this period, he has shown a keen sense of interest and enthusiasm to learn about the manufacturing process of Biscuits category.

We wish him success in all his future endeavours.

For ITC Ltd – Foods Division

Authorized Signatory

HYUNDAI

HRD/Internship-2023/ IT-35

3 March 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.Sam Nithin P**, student of Saranathan College of Engineering-Tiruchirapalli, has successfully completed his Internship in P/Car # 1 Maintenance Department at our plant during the period 6thFebruary 2023 to 3rdMarch 2023, with reference to the partial fulfillment of the requirements of the Mechanical Engineering course.

He has been a keen learner. His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For **HYUNDAI MOTOR INDIA LIMITED**

HYUNDAI MOTOR INDIA LIMITED SRIPERUMBUDUR (TQ) KANCHEEPURAM 602 11 IRRUNGATTUKOTTAI

Navin Joseph Peter J
Assistant General Manager
Head of Section
Human Resources Development

augurai

13th March 2023

To

Muthu Sai Charan
6C 202 Plaza Pristine Acres Phase 1
Nookampalaya Road
Perumbakkam
Kancheepuram – 600 100

Letter of Appointment

Dear **Muthu,**

Subsequent to the interviews we had online, we are pleased to offer you a **Internship + Digital Manufacturing Engineer (both Full Time) position** at **AUGURAI**, located at Thillai Nagar, Tiruchirappalli.

1. Accountability:

You will report directly to the **Chief Executive Officer.**

2. Internship Duration:

Internship duration would be approximately **5 months** ***(full time during the last semester)***. You would be absorbed as a full time ***Digital Manufacturing Engineer*** on successful completion of your final semester courses/projects as well as internship (proof of successful completion of coursework/projects required for conversion to full time).

3. Joining Date:

You will begin your internship on 20th March 2023.

4. Remuneration:

You will be paid an **annual** renumeration of **Rs. 4,66,000/-** on a cost to company basis for the **full time Computer Vision Engineer** position. You will also be paid a **stipend** of Rs. **10,000 per month** during your **internship** with us. The remuneration offered to you is absolutely confidential.

augurai

5. Working Hours:

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business.

6. Duties:

Yours will be a full time salaried position with no overtime compensation. You shall perform such duties, observe, and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any.
The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

7. Address:

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

8. Benefits:

You will be eligible to avail 20 days of earned leave per year with prior approval from the manager.

9. Notice Period:

Your services may be terminated by either side giving 30 days notice to the other or 30 Days salary in lieu thereof, which shall be prorated for the period of notice being un-served.

10. Service Rules:

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

11. Non Disclosure Agreement (NDA):

You will not divulge any information regarding intellectual Property, software process, technical know-how, security arrangements, administrative accounts, marketing areas, organization matters pertaining to the company whether confidential or otherwise, patented or non-patented, operational, technical or financial either pertaining to the company, or its customers, vendors, or internal processes, orally, inscribed, recorded, written electronically processed either tapes, disks, chips, floppies or any other form of communication like films, micro films, drawings etc to anyone else, without the prior approval of the company. It is absolutely at the discretion of the company to decide

whether any information is divulged under the normal course of business and the employee in any manner cannot challenge the same.

You shall undertake not to discuss, disclose, or expose any information which the company may classify as confidential, including technology, ideas, concepts evolved by the company and such information shall of all kinds in which include, words, scripts, documents., electronically stored data, encrypted information, designs, formulae, source codes, object codes, any intellectual property being developed or developed by the company. The terms and conditions stated in the said undertaking shall be in force even after you cease to be in the employment of the company.

Breach of terms and conditions contained herein shall be considered a breach of the terms and conditions of your employment and as misconduct on your part and may result in termination of your services by the Company, without notice or pay in lieu thereof.

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment by 15/3/2023.

We wish you a long and fruitful association with AUGURAI.

Please reach out to us at ravishankar@theaugurai.com or +91 96633 97694 for any queries.

Thank you.

Regards,

Ravishankar Rajagopalan
Director
AUGURAI PRIVATE LIMITED
ravishankar@theaugurai.com
+91 96633 97694

I have read, understood and agree to the terms and conditions set forth in this appointment letter

Signature:

Date: 13/3/23

Location: Chennai

SIMULATION LAB®

Online Research Internship

Santhosh P

has completed 2 months of internship as CAE Engineer in Product Development Center of 'Simulation Lab - Scientific Research and Development Center'

Duration : 13 February 2023 to 07 April 2023

Research Domain : Automobile Research (Electric Vehicles)

Research Title : Battery Thermal Management System (BTMS) using Nanofluids for EVs

Hitesh Singh Waskale
Director

Snehal Bharat Bhote
Executive Director

Verified Certificate
Issued April 2023

Valid Certificate ID
Z7837MVCYE

Link to Verify Certificate
https://www.simulationlab.in/vc

ANSYS, ZOHO & NVIDIA | Partner & Sponsor

www.simulationlab.in

Cistron Steel Technologies Pvt. Ltd.

Subsidiary of Cistron Technologies Inc. USA.

CST/*Internship*/2023/001

05th May 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Nagaraj L, Student of Saranathan College of Engineering**, Tiruchirappalli, has successfully completed his internship in Cistron Steel Technologies Private Limited at our Company during the period of **1st February 2023 to 29th April 2023.**

His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For **Cistron Steel Technologies**

CISTRON STEEL TECHNOLOGIES PRIVATE LIMITED TRICHY-620019

Mr. Nitheyananth

Director

10/15A, Pugal Nagar, 3rd Street, Thanjai Road,
Trichy – 620019,Tamilnadu.
www.cistrontechnologies.com

Cistron Steel Technologies Pvt. Ltd.

Subsidiary of Cistron Technologies Inc. USA.

CST/*Internship*/2023/002 05th May 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Sanjay T, Student of Saranathan College of Engineering**, Tiruchirappalli, has successfully completed his internship in Cistron Steel Technologies Private Limited at our Company during the period of **1st February 2023 to 29th April 2023**.

His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For **Cistron Steel Technologies**

CISTRON STEEL TECHNOLOGIES PRIVATE LIMITED TRICHY-620019

Mr. Nitheyananthan

Director

10/15A, Pugal Nagar, 3rd Street, Thanjai Road,
Trichy – 620019,Tamilnadu.
www.cistrontechnologies.com

ANDAVAR ENGINEERING INDUSTRIES

HIGH CRITICAL VALVE SOLUTIONS - SUPPLY, SERVICE & REVERSE ENGINEERING

S.F.NO.210/1C, Corporation Road,
Ariyamangalam, Trichy - 620 010,
Tamil Nadu, India.

NSIC : 0025055
SSI : 181310599
GST : 33AAIHPB2518B1ZL

Date:15.04.2023

INTERNSHIP CERTIFICATE

This is to certify that **Mr. V Sri Hariharan** has successfully completed an internship at **Andavar Engineering Industries**, Ariyamangalam, Trichy-10 as a Mechanical Engineer Intern for a period of 45 days from **30.01.2023 to 15.04.2023.**

He worked on various areas related to machine operations, production process including documentation and drawing works. In addition, Sri Hariharan was also assigned the responsibility of a **Junior Site Engineer for NCTPS-Chennai, SDSTPS-Andhra, Simhapuri TPS Power Plants** during his internship. He showed good project management skills, worked closely with the team on site, and made valuable contributions towards the successful completion of the projects.

Sri Hariharan showed excellent communication skills, worked well in a team, and demonstrated a willingness to learn and take on new challenges.

We commend Mr. V Sri Hariharan for his hard work, dedication, and valuable contributions during his **internship at Andavar Engineering Industries**. We wish him all the best for future endeavors.

For Andavar Engineering Industries

ANDAVAR ENGG. INDUSTRIES Trichy-10

M. Balasubramaniam
Proprietor

Contact : +91 9884351900, +91 9791012852
Email : andavareng@yahoo.in

ANDAVAR ENGINEERING INDUSTRIES

HIGH CRITICAL VALVE SOLUTIONS - SUPPLY, SERVICE & REVERSE ENGINEERING

S.F.NO.210/1C, Corporation Road,
Ariyamangalam, Trichy - 620 010,
Tamil Nadu, India.

NSIC : 0025055
SSI : 181310599
GST : 33AAHPB2518B1ZL

Determined to Bridge the Gap

Date:15.04.2023

INTERNSHIP CERTIFICATE

This is to certify that **Mr. S Selva Muralidaran** has successfully completed an internship at **Andavar Engineering Industries**, Ariyamangalam, Trichy-10 as a Mechanical Engineer Intern for a period of 20 days from **30.01.2023 to 02.03.2023.**

He worked on various areas related to machine operations, production process including documentation and drawing works. In addition, Selva Muralidaran was also assigned the responsibility of a **Junior Site Engineer** for **NLC Power Plant-Neyveli** during his internship. He showed good project management skills, worked closely with the team on site, and made valuable contributions towards the successful completion of the projects.

He showed excellent communication skills, worked well in a team, and demonstrated a willingness to learn and take on new challenges.

We commend Selva Muralidaran for his hard work, dedication, and valuable contributions during his **internship at Andavar Engineering Industries**. We wish him all the best for future endeavors.

ANDAVAR ENGG. INDUSTRIES Trichy-10

For Andavar Engineering Industries

M. Balasubramaniam
Proprietor

Contact : +91 9884351900, +91 9791012852
Email : andavareng@yahoo.in

ANDAVAR ENGINEERING INDUSTRIES

HIGH CRITICAL VALVE SOLUTIONS - SUPPLY, SERVICE & REVERSE ENGINEERING

S.F.NO.210/1C, Corporation Road,
Ariyamangalam, Trichy - 620 010,
Tamil Nadu, India.

NSIC : 0025055
SSI : 181310599
GST : 33AAHPB2518B1ZL

Date:15.03.2023

INTERNSHIP CERTIFICATE

This is to certify that **Mr. M Naveen** has successfully completed an internship at **Andavar Engineering Industries**, Ariyamangalam, Trichy-10 as a Mechanical Engineer Intern for a period of 30 days from **30.01.2023** to 02.03.2023.

He worked on various areas related to machine operations, production process including documentation and drawing works. In addition, was also assigned the responsibility of a **Junior Site Engineer** for **NLC Power Plant-Neyveli** during his internship. He showed good project management skills, worked closely with the team on site, and made valuable contributions towards the successful completion of the projects.

Naveen showed excellent communication skills, worked well in a team, and demonstrated a willingness to learn and take on new challenges.

We commend Naveen for his hard work, dedication, and valuable contributions during his **internship at Andavar Engineering Industries**. We wish him all the best for future endeavors.

For Andavar Engineering Industries

M. Balasubramaniam
Proprietor

ANDAVAR ENGG. INDUSTRIES Trichy-10

Contact : +91 9884351900, +91 9791012852
Email : andavareng@yahoo.in

SSI No: 33/015/11/05356 Dt. 24/4/08

: 93456 70481
0431-2501613

R & B
ENGINEERING WORKS

No.22, Tiny Sector
Sidco Industrial Estate
Thuvakudi
Trichirapalli-620 015

Date : 03/05/2023

INTERNSHIP CERTIFICATE

This is to certify that Mr. D.SAMBUGESH has successfully completed an internship at **R & B Engineering works**, Thuvakudi, Trichy-620015 as an Mechanical Engineer Intern for a period of 90 days from **01/02/2023** to **01/05/2023**.

He worked on areas related to drawing works, lathe machine operation, drilling and boring operation, cutting operation, production process and documentation. He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn ,take new challenges.

We commend Mr. D.SAMBUGESH for his dedication, hard work, and valuable contributions during his internship at **R & B Engineering works**. We wish him all the best for his future.

For R & B ENGG WORKS

Proprietor

DocuSign Envelope ID: DFE72366-86F5-494E-9FFD-12A98972D4E9

Kinaxis India Private Limited
(Formerly known as Prana Consulting Services Private Limited)

KNOW SOONER. ACT FASTER.

Tower B, 15th Floor, Unit No 1501 to1504, World Trade Center,
5/142, Rajiv Gandhi Salai, Old Mahabalipuram Road,
Perungudi, Chennai 600096, Tamil Nadu
Email: indiahr@kinaxis.com | Website: www.kinaxis.com
CIN: U72900TN2011PTC082954 | GSTIN: 33AAGCP2857D2ZK

December 01, 2022

Personal & Confidential – By PDF Email

Srivardhan Chandramohan
2/185, New Street, Alathur,
Tiruchirappalli - 620011
Tamil Nadu, India

Sub: Offer of Internship ("Internship Offer")

Dear Srivardhan:

It is our pleasure to extend to you an offer of internship with Kinaxis India Private Ltd. (**"Company"**) on the terms and conditions set out below in the position of **Intern - Associate Consultant.** Once you return the signed Internship Offer, this offer will become an agreement that is binding on both you and the Company. Please note that this internship is for your benefit and training and nothing in this Internship Offer will be deemed to be an offer, or a guarantee, of employment with the Company. However, if your performance is satisfactory, the company may consider your candidature for offer of employment.

Start Date, Responsibilities and Work Schedule

Your internship will start on **February 1, 2023** or such other date as otherwise notified to you in writing (**"Start Date"**). The duration of your internship shall be for a period of **Starts from February 01, 2023 and Ends on May 31, 2023** (**"Term"**). As an intern you will report initially to **Manivannan Aminjikarai Vedagiri,** and it may change time to time, to accommodate the changing needs of the Company. The Company reserves the right to extend the Term of your internship at their discretion.

During the internship duration you will be **Tower B, 15th Floor, Unit No 1501 to 1504, World Trade Center, 5/142, Rajiv Gandhi Salai, Old Mahabalipuram Road, Perungudi, Chennai 600096, Tamil Nadu..** But based on company and business imperatives, you may ask to report to any company location anywhere in India or abroad.

As an intern, you are required to work from **9:00 AM to 5:00 PM, Monday to Friday.** If you need information about accepting this Internship Offer, please contact Mithun Kumar at mkumar@kinaxis.com. The Company reserves the right to adjust your work schedule from time to time, to accommodate the changing needs of the Company, subject to applicable laws.

HYUNDAI

HRD/Internship-2023/ IT-36

3 March 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.Sutharsh Krishna K A**, student of Saranathan College of Engineering-Tiruchirapalli, has successfully completed his Internship in P/Car # 1 Maintenance Department at our plant during the period 6thFebruary 2023 to 3rdMarch 2023, with reference to the partial fulfillment of the requirements of the Mechanical Engineering course.

He has been a keen learner. His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For **HYUNDAI MOTOR INDIA LIMITED**

HYUNDAI MOTOR INDIA LIMITED * IRRUNGATTUKOTTAI * SRIPERUMBUDUR (TQ) KANCHEEPURAM 602 117

Navin Joseph Peter J
Assistant General Manager
Head of Section
Human Resources Development

Paragon Industries

(A Model Industry for Excellence) 12166 (B 17)

Plot Nos. D-26, E-19 & E-20
D. P. Estate, Thuvakudi,
Tiruchirappalli - 620 015.
Phone : 0431-2501186
Mobile : 94431 68207
Fax : 0431-2501187
E-mail : try_paragon@yahoo.co.in

Date: 03/04/2023

CERTIFICATE

This is to certify that Mr. **SRIRAM S,** A final year student of **SARANATHAN COLLEGE OF ENGINEERING , TRICHY** doing 8th semester Mechanical Engineering is undergoing **Inplant Training** in our organization since 20th march 2023.

He is a self motivated , energetic graduate with lot of potential , engineering background.

PARAGON INDUSTRIES TRICHY-15

For PARAGON INDUSTRIES

(G. PARI)
MANAGING PARTNER

HYUNDAI

HRD/Internship-2023/ IT-35

3 March 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.Sam Nithin P**, student of Saranathan College of Engineering-Tiruchirapalli, has successfully completed his Internship in P/Car # 1 Maintenance Department at our plant during the period 6thFebruary 2023 to 3rdMarch 2023, with reference to the partial fulfillment of the requirements of the Mechanical Engineering course.

He has been a keen learner. His skills and efforts during the training were commendable and we wish him all the best for his future endeavors.

For **HYUNDAI MOTOR INDIA LIMITED**

HYUNDAI MOTOR INDIA LIMITED
SRIPERUMBUDUR (TQ)
KANCHEEPURAM
602 1
IRRUNGATTUKOTTAI

Navin Joseph Peter J
Assistant General Manager
Head of Section
Human Resources Development

SIMULATION LAB®

Online Research Internship

Preethamraj

has completed 2 months of internship as CAE Engineer in Product Development Center of 'Simulation Lab - Scientific Research and Development Center'

Duration : 13 February 2023 to 07 April 2023

Research Domain : Automobile Research (Electric Vehicles)

Research Title : Battery Thermal Management System (BTMS) using Nanofluids for EVs

Hitesh Singh Waskale
Director

Snehal Bharat Bhote
Executive Director

Verified Certificate
Issued April 2023

Valid Certificate ID
EU9M9CTBEY

Link to Verify Certificate
https://www.simulationlab.in/vc

ANSYS, ZOHO & NVIDIA | Partner & Sponsor

www.simulationlab.in

SIMULATION LAB®

Online Research Internship

Hariharan S

has completed 2 months of internship as CAE Engineer in Product Development Center of 'Simulation Lab - Scientific Research and Development Center'

Duration : 13 March 2023 to 12 May 2023

Research Domain : Automobile Research (Electric Vehicles)

Research Title : Battery Thermal Management System (BTMS) using Nanofluids for EVs

Hitesh Singh Waskale
Director

Snehal Bharat Bhote
Executive Director

Verified Certificate
Issued May 2023

Valid Certificate ID
6QCNMBHTMR

Link to Verify Certificate
https://www.simulationlab.in/vc

ANSYS, ZOHO & NVIDIA | Partner & Sponsor

www.simulationlab.in

Brakes India Private Ltd
Pallambakkam - 603 309



Name VIGNESH. N

Emp No INT 827

Blood Group A+ve

N. Vignesh
Signature of Holder

Issuing Authority

Date 01/06/2001

Name NAMBIRAJAN. V

Address 3/89,
PANAIYADIKUTHAGAI
KATHARIPULAM
VEDARANYAM (TK)
NAGAPATTINAM

Mobile No 9360470387

Name

Designation

Valid upto

Instructions

1. This card should be worn at all times while inside the company premises.
2. This card should be used only by the person in whose name it is issued.
3. This card should be surrendered to the concerned department on resignation / leaving service.
4. Loss of this card should be reported immediately to the concerned department.
5. The person issuing this card reserves the right to withdraw it without assigning any reason.

Brakes India Private Ltd



Name : G. SIVASUBRAMANIAN

Emp No : INT 832

Blood Group : B+

Signature of Holder

Issuing Authority

Date of birth : 4.5.2002

Father's Name : M. GURUNATHAN

Address : PLOT. NO: 127, M.C. ROAD, T.P.S. NAGAR, THANJAVUR

Contact No : 6380573482

Nature of Employement :

Valid upto :

Instructions

1. This card should be worn at all times while on duty inside the company.
2. This card cannot be used as an address proof and / or surety purpose
3. This card must be surrendered to the personal Department on cessation of training period.
4. Loss or Damage of this card should be reported immediately by the holder.
5. Please return th card to the company address. If found somewhere

SSI No: 33/015/11/05356 Dt. 24/4/08

: 93456 70481
0431-2501613

R & B
ENGINEERING WORKS

No.22, Tiny Sector
Sidco Industrial Estate
Thuvakudi
Trichirapalli-620 015

Date : 18/05/2023

INTERNSHIP CERTIFICATE

This is to certify that Mr. A.SUDARSON has successfully completed an internship at **R & B Engineering works**, Thuvakudi, Trichy-620015 as an Mechanical Engineer Intern for a period of 60 days from **01/03/2023** to **30/04/2023**.

He worked on areas related to drawing works, lathe machine operation, drilling and boring operation, cutting operation, production process and documentation. He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn ,take new challenges.

We commend Mr. A.SUDARSON for his dedication, hard work, and valuable contributions during his internship at **R & B Engineering works**. We wish him all the best for his future.

For R & B ENGG WORKS

Prop.
(D. Selvi)

AUTOMOTIVE AXLES LIMITED

05.04.2023

CERTIFICATE

This is to certify that ***Mr. Balavinayak V M*** *of* ***Saranathan College of Engineering, Tiruchirapalli,*** *has successfully completed his Internship at Automotive Axles Limited, Mysuru, from 10th February 2023 to 3rd April 2023 under the guidance of Mr. Abdul Kareem – General Manager, Operations.*

We wish success in his future Endeavors.

With best wishes,
From Automotive Axles Limited

Samarth Raj
Dy. Manager – HR

Regd. Office & Mysuru Unit :
Hootagalli Industrial Area, Off Hunsur Road, Mysuru - 570 018, Karnataka, India.
Telephone : 91 - 821 - 719 7500, Fax : 91 - 821 - 240 2451
Email : info@autoaxle.com, Website : www.autoaxle.com
CIN : L51909KA1981PLC004198

MERITOR
KALYANI
ISO 9001 : 2015 / IATF 16949 : 2016, EMS : ISO : 14001 : 2015 & OHSAS : ISO : 45001 : 2018

SSI No: 33/015/11/05356 Dt. 24/4/08

: 93456 70481
0431-2501613

R & B
ENGINEERING WORKS

No.22, Tiny Sector
Sidco Industrial Estate
Thuvakudi
Trichirapalli-620 015

Date : 18/05/2023

INTERNSHIP CERTIFICATE

This is to certify that Mr. K.AKASH has successfully completed an internship at **R & B Engineering works**, Thuvakudi, Trichy-620015 as an Mechanical Engineer Intern for a period of 60 days from **01/03/2023** to **30/04/2023**.

He worked on areas related to drawing works, lathe machine operation, drilling and boring operation, cutting operation, production process and documentation. He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn ,take new challenges.

We commend Mr. K.AKASH for his dedication, hard work, and valuable contributions during his internship at **R & B Engineering works**. We wish him all the best for his future.

For R & B ENGG WORKS

Proprietor
(D. Selvi)

cognizant

07-Apr-2023

Candidate ID: 24886532

Suhail S
B.E. Mechanical
Saranathan College of Engineering, Tiruchirappalli

Dear **Suhail S,**

Further to our Letter of Intent for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an internship on premises with us for **a period of 3 to 6 months**. Your internship on-boarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. Upon successful completion of internship, you will be part of the batch available for on-boarding ***as a full-time employee with Cognizant between July 2023 to August 2024****. In the event of unsatisfactory performance during the Internship or non-completion of the Internship, no Internship Completion Certificate shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.*

Section A: Terms and Conditions:

1. The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be cancelled if the mandatory requirement of minimum 85% attendance at office is not met in a month.

2. Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be cancelled if leaves are availed without prior approvals.

3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be cancelled.

cognizant

07-Apr-2023

Candidate ID: 24886531

Prasanna Rajaprapu
B.E. Mechanical
Saranathan College of Engineering, Tiruchirappalli

Dear **Prasanna Rajaprapu,**

Further to our Letter of Intent for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an internship on premises with us for **a period of 3 to 6 months**. Your internship on-boarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. Upon successful completion of internship, you will be part of the batch available for on-boarding ***as a full-time employee with Cognizant between July 2023 to August 2024****. In the event of unsatisfactory performance during the Internship or non-completion of the Internship, no Internship Completion Certificate shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.*

Section A: Terms and Conditions:

1. The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be cancelled if the mandatory requirement of minimum 85% attendance at office is not met in a month.

2. Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be cancelled if leaves are availed without prior approvals.

3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your Internship would be cancelled.

SSI No: 33/015/11/05356 Dt. 24/4/08

: 93456 70481
0431-2501613

R & B
ENGINEERING WORKS

No.22, Tiny Sector
Sidco Industrial Estate
Thuvakudi
Trichirapalli-620 015

Date : 18/05/2023

INTERNSHIP CERTIFICATE

This is to certify that Mr. N.PRAGADEESH has successfully completed an internship at **R & B Engineering works**, Thuvakudi, Trichy-620015 as an Mechanical Engineer Intern for a period of 60 days from **01/03/2023** to **30/04/2023**.

He worked on areas related to drawing works, lathe machine operation, drilling and boring operation, cutting operation, production process and documentation. He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn ,take new challenges.

We commend Mr. N.PRAGADEESH for his dedication, hard work, and valuable contributions during his internship at **R & B Engineering works**. We wish him all the best for his future.

For R & B ENGG WORKS

Proprietor
(D. Selvi)

SSI No: 33/015/11/05356 Dt. 24/4/08

: 93456 70481
0431-2501613

R & B
ENGINEERING WORKS

No.22, Tiny Sector
Sidco Industrial Estate
Thuvakudi
Trichirapalli-620 015

Date : 18/05/2023

INTERNSHIP CERTIFICATE

This is to certify that Mr. K.SABARIVASAN has successfully completed an internship at **R & B Engineering works**, Thuvakudi, Trichy-620015 as an Mechanical Engineer Intern for a period of 60 days from **01/03/2023** to **30/04/2023**.

He worked on areas related to drawing works, lathe machine operation, drilling and boring operation, cutting operation, production process and documentation. He had good management skills, worked close with the team, and made contribution towards the successful completion of the works allotted. Also showed good communication skills, and willingness to learn ,take new challenges.

We commend Mr. K.SABARIVASAN for his dedication, hard work, and valuable contributions during his internship at **R & B Engineering works**. We wish him all the best for his future.

For R & B ENGG WORKS

Proprietor
(D. Selvi)

SRI ENERGY
EXCELLENCE IN EXTREMES®

25.04.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.Sanjay S (Reg No: 813819114309) S/O Sasikumar J, student of Saranathan College of Engineering pursuing BE(Mechanical), has successfully completed his Internship in our organization from 02.02.2023 to 25.04.2023.

During the period of his internship with us he was found punctual, hardworking, and inquisitive.

We wish him every success in life.

For Sri Energy Valves Private Limited

SRI ENERGY VALVES PRIVATE LIMITED

Authorised Signatory

SRI ENERGY
EXCELLENCE IN EXTREMES

25.04.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.Dinesh Kumar G (Reg No: 813819114031) S/O Gurumoorthy M. student of Saranathan College of Engineering pursuing BE(Mechanical). has successfully completed his Internship in our organization from 02.02.2023 to 25.04.2023.

During the period of his internship with us he was found punctual, hardworking, and inquisitive.

We wish him every success in life.

For Sri Energy Valves Private Limited

Authorised Signatory

SRI ENERGY VALVES PRIVATE LIMITED

cognizant

13-Jan-2023

Candidate ID: 24198085

Harikaran K
B.E. Mechanical Engineering
Saranathan College of Engineering, Tiruchirappalli

Dear **Harikaran K,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and Internship would be terminated if leaves are availed without prior approvals.

- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.

- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.

- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

BHARAT HEAVY ELECTRICALS LIMITED

(A Government of India Undertaking)

BOILER AUXILIARIES PLANT

RANIPET 632 406 TAMIL NADU INDIA

HUMAN RESOURCE DEVELOPMENT CENTRE

Certificate

Shri/Ms. **T.K.SIDDHARTH** *Student of* **B.E(MECHANICAL), SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI** *undergone a Internship Training on the title* **OVERVIEW OF BHEL** *from* **02/03/2023** *to* **02/04/2023** *(Inclusive of both days) at Boiler Auxiliaries Plant, BHEL, Ranipet - 632 406, Tamil Nadu.*

Date: 2 APR 2023

HUMAN RESOURCE DEVELOPMENT CENTRE * BHEL/BAP/RANIPET-6 *

D. Ponsankar

DY. MANAGER / HRDC

D. PONSANKAR
Dy. MANAGER / HRM - HRDC
BAP/BHEL/RANIPET-632 406

Certificate no.: HRM11007

CERTIFICATE

OF COMPLETION

Asiana Times

THIS IS TO CERTIFY THAT

Karthi M

has successfully completed the Internship as a Human Resource Management Intern from 11/22/2022 to 04/23/2023 at Asiana Times. He has performed outstandingly well during his tenure.

SOURABH KESHARWANI
CO-FOUNDER & MD

Asiana Times

SNEHASAHA
CO-FOUNDER & CEO

Note: Tenure Start and End Dates are in MM/DD/YYYY Format

To know more about us, visit www.asianatimes.com/about-us

Saranathan College of Engineering

Tiruchirappalli - 620 012

Master of Business Administration

SUNDARAM HOME

11th November 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. S. Aamina Hasrat**, studying MBA at Saranathan College of Engineering, Tiruchirappalli, has undergone **Internship Training** at our **Trichy Branch**, from 01st August 2022 to 31st August 2022.

We wish her all success in her future endeavours.

for **Sundaram Home Finance Ltd.**

Sriranga S Kumar
Manager - HR

CERTIFICATE OF INTERNSHIP

WE PRESENT THIS CERTIFICATE TO

Abirami

IN APPRECIATION FOR COMPLETING THE SUMMER INTERNSHIP

AT KRG TECHNOLOGIES INDIA PVT LTD, HEAD OFFICE BETWEEN

1ST AUGUST 2022 AND 31ST AUGUST 2022

Rajagopalan Kannan

Senior Manager HR – Employee Relations

INUSON
We work for your future
Information Technology & Services

[redacted]
[redacted]
[redacted]
[redacted]
[redacted]

CERTIFICATE OF INTERNSHIP

This is to certify that S. ADHARSH (813821631003) a bonafied student of I MBA from Saranathan College of Engineering, Trichy has undergone his internship in the office for 40 hours from 1.08.2022 to 20.08.22. During the period of internship, he was very enthusiastic, his contribution was commendable. His conduct was good throughout the internship.

INUSON PRIVATE LIMITED
INUSON
TRICHY

Sincere Regards,

For Inuson Private Limited

Bimetal Bearings Limited

1, Maruthamalai Road, P.N. Pudur, Coimbatore - 641 041.

Telephones : 2438652, 2430483
2432280, 2432033
Telegrams : BIMITE
Fax : 0422 - 2430483
E-mail : bblcbehrd@bimite.co.in
GSTIN : 33AAACB2036Q1ZR
CIN : L29130TN1961PLC004466

Manufacturers of **BIMITE** *Thinwall Bearings, Bushings and Thrust Washers*

BBL/HRD/TRG/220904/09/2022

September 05, 2022

CERTIFICATE

This is to certify that **Ms. AKILA B R (Reg No: 813821631004) MBA** Student of Saranathan College of Engineeering has undergone INTERNSHIP TRAINING for a period from 1st August 2022 to 31st August 2022 in our Industry. She has been regular in her attendance during this period.

We found her performance and conduct are good.

WE WISH HER ALL SUCCESS.

For BIMETAL BEARINGS LIMITED

M.GURUMOORTHY
MANAGER – COIMBATORE OPERATIONS

TVS Mobility Private Limited

HR/INT/1013

30/08/2022

TO WHOMSOVER IT MAY CONCERN

This to is certify that **Mg.T.N.ANJANAA (Reg No: 813821631005)** 1st year **MBA (HR & Marketing)** from **SARANATHAN COLLEGE OF ENGINEERING, Tiruchirapalli–6250012.**has undergone Intership Training in our organisation for exposure and understanding of Fundamental Concepts during the period from **1st August 2022 to 30th August 2022.**

For TVS MOBILITY PRIVATE LIMITED

30/08/22

MANAGER HR & OPERATIONS

ROYAL ENFIELD

CERTIFICATE FOR INTERNSHIP

This is to certify that **MR.ARVINDA SUBRAMANI S R** EG NO. 813821631006) a student of **SARANATHAN COLLEGE OF** IGINEERING TRICHY under took a Internship Training in the area of NANCE at **OXINA MOTORS (ROYAL ENFIELD)** from 01-08-2022 to -08-2022.

He has worked under our guidance and direction. His work is found to good and complete in all respect. During the period we found his dworking, sincere and loyal. We wish him all the best for future eavours.

NAGER

NA MOTORS
ICHY

OXINA MOTORS

Show Room :
No.3, New Karur Bye-Pass Road,
Annamalai Nagar, Trichy - 620 018.
Ph : 0431 - 2763575, Cell: 74027 18501
Email : oxinamotors@gmail.com

Work Shop :
No.7, Magilambu Salai,
Annamalai Nagar, Trichy - 620 018.
Ph.: 0431 - 4217793, 74027 18502
Email : oxinamotorsservice@gmail.com

VETHAA®
milk

Vedam Milk Product
SF NO.21/1, Thottiyapatti, Anna College Post, Musiri, Trichy - 621 211
Ph : 0432 6262364 | admin@vethaa.in | www.vethaa.in
GST NO: 33AANFV8828L1ZE

Date: 22.08.2022

CERTIFICATE

This is to certify that **Mr. T. Baranikumar** (Reg No: 813821631007) Studying First Year MBA Student of Saranathan College of Engineering, Trichy had successfully completed his Internship on Dairy Industry at our esteemed organization.

He had visited our company from 01.08.2022 to 21.08.2022.

During the Training period, his initiative and behavior was found to be good.

We wish him the best in all for this future endeavors and career.

For **Vedam Milk Product**

M. Nicklish
Authorized Signatory

VEDAM MILK PRODUCT MUSIRI

Laboratory Incharge

K. Selvaraju



TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Sales & Service Facility
T.S. No. 100, Bye Pass Road, Thimmaraya Samuthiram,
Near New Cauvery Bridge, Thiruvanaikaval, Trichy - 620 005.
Ph : 0422 - 4429999 , 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD. 1999)
GST No: 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138

Date: 26.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr.I.CELASTIN LEO (Reg No 813821631008) S/O Mr.R.IRUDAYARAJ I Year MBA Student of SARANATHAN COLLEGE OF ENGINEERING, Trichy-620 012, has successfully completed her Internship Training from 01.08.2022 to 26.08.2022 in our Company.

During the programme he's Conduct and Character was satisfactory.

We wish him for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

COIMBATORE ANAMALLAIS AGENCIES (I) LTD. TRICHY

R.YUVARAJ
TEAM LEADER -HR
TRICHY

SUPER QUALITY SERVICES

A Successful NDT Pacesetter

ISO 9001 BUREAU VERITAS Certification

ce 1986

No.93,94,95, "SQS" Building, Palakarai Main Road, TIRUCHIRAPPALLI - 620 001. (TN) INDIA.

Off : 0431 - 2414218, 2464218, 99943 - 70218.

Visit us : www.sqsndt.co.in e-mail : mail@sqsndt.co.in

GSTIN No : 33AABPT8401B1Z7

DATE: 01.09.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms.H.DEEPIKA** Final year MBA Reg No: 813821631009 student of SARANATHAN COLLEGE OF ENGINEERING has successfully completed her internship in Super Quality Services in the field of Human Resource (HR) from **01.08.2022 to 30.08.2022**.

During the period of internship program she is very sincere and hardworking and her Conduct Were very good.

SUPER QUALITY SERVICES

SUPER QUALITY SERVICES TRICHY-1

01/9/22

(T.LAKSHMI PRABHA)

HR Head

NPL

Tamilnadu Newsprint and Papers Limited

(A Government of Tamilnadu Enterprise)
Mondipatti, K. Periyapatti Post, Manapparai Taluk - 621 306,
Tiruchirappalli District, Tamilnadu, India.
Phone : 04332 - 261600 Purchase : 04332 - 265102
Mktg : 04332 - 265265, HR : 04332 - 265275
Cell : 94890 12793

CERTIFICATE

UII/HR/TDT/22/1351 September 01, 2022

Name	:	**Ms. Deepthika Reena S (813821631010).**
Department	:	MBA
Name of the Institution	:	Saranathan College Of Engineering Tiruchirapalli - 620012.
Departments in Which Undergone Internship Training	:	Finance
Training Duration	:	From: 03/08/2022 to 31/08/2022

1.9.2022

Asst.General Manager – HR

Corporate Office : 67, Mount Road, Guindy, Chennai - 600 032.
TNPL - The Corporate Identity Number : L 22121 TN 1979 PL C 007799
Fax : 044 - 22350834 / 22354614, Phone : 044 - 22354415 / 16 / 18, 22301094 - 97.
E - mail : response@tnpl.co.in / sales.unit2fct@tnpl.co.in, Web : www.tnpl.com

TOYOTA

COIMBATORE ANAMALLAIS AGENCIES PRIVATE LIMITED
ANAAMALAIS TOYOTA
Sales & Service Facility
T.S. No. 100, Bye Pass Road,Thimmaraya Samuthiram,
Near New Cauvery Bridge, Thiruvanaikaval, **Trichy - 620 005.**
Ph : 0422 - 4429999 , 0431 - 2232000
E-mail : admintry@anaamalaistoyota.com

(ESTD. 1999)
GST No: 33AABCC2462L1ZT
CIN : U05110TZ1991PTC003138

Date: 26.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss.K.DEVI PRIYA (Reg No 813821631011) D/O Mr.K.KANNAN I Year MBA Student of SARANATHAN COLLEGE OF ENGINEERING, Trichy–620 012, has successfully completed her Internship Training from 01.08.2022 to 26.08.2022 in our Company.

During the programme she's Conduct and Character was satisfactory.

We wish her for a bright future.

For COIMBATORE ANAMALLAIS AGENCIES
PRIVATE LIMITED,

R.YUVARAJ
TEAM LEADER -HR
TRICHY

Reliance RETAIL

Internship Certificate

This is to certify that Ms. **DHARANI M** (247512) MBA student of Saranathan College of Engineering, Trichy 620012 has successfully completed 1 Month Internship Programme from (01-08-2022 to 31-08-2022) **at Reliance Retail Ltd. (Sales and operation) During the** Internship Programme, she is very punctual and dedication to working.

For Reliance Retail Limited

Authorized Signatory

www.bhumi.ngo contact@bhumi.ngo
3/2, Karpaga Vinayagar Kovil Street,Alandur,
Chennai – 600016
044-43009443, 87544-13255

13-Sep-2022

TO WHOMSOEVER IT MAY CONCERN

Bhumi is one of India's largest independent youth volunteer non-profit organizations. Bhumi as a platform enables over 30,000 volunteers in more than 12 cities across India for causes like education, environment, animals, community welfare etc. Bhumi has helped educate over 25,000 children across India as of 2020. With the motto of change today..change tomorrow, the organization strives to make a better tomorrow for everyone in the society alike.

This is to certify that **Ms. Dhivyashree** has successfully completed an internship from 1-August-2022– 30-August- 2022 as a HR Recruitement Intern.

During the period of this internship program, she was actively involved in the following activities,

- Shortlisting 100+ candidates and helped in selecting profiles.
- Coordinated with team to close the request on time and maintain records in task management system.

During the tenure of the internship, her effort was satisfactory and she completed the tasks assigned efficiently. We thank her for her contributions to the organization and wishher all the best for her future endeavors.

Regards,

Kalyu

Champari Ezhilarasu
Manager- Volunteers, Bhumi
internships@bhumi.ngo

VA SAKTHI MOTORS
horised Representative
Radu and Radu Hero

Hero

30.08.2022

CERTIFICATE FOR INTERNSHIP

/e certify that **Mr. DINESH KUMAR.P** (Reg.no:813821631014) MBA Student of **SARANATHAN OLLEGE OF ENGINEERING** TRICHY Under took a internship training in the area of SALES at **SivaSakthi lotors(Hero Motocorp Dealer).** From 01.08.2022 to 30.08.2022.

e has worked under our guidance and direction. His work is found to be good and complete in all espect. During the period we found his hard working sincere and loyal .

/e wish him success in all his future endeavors.

SIVASAKTHI MOTORS * VAIYAMPATTY *

For SivaSakthi Motors,

30/8/2022

Authorised Signatory.

lace:Vaiyampatti

SIVA SAKTHI MOTORS Authorised Representative of Radu and Radu
Venkateswara Theatre Complex, Trichy Main Road, Vaiyampatty - 621315.
Tel : 04332 - 272655 E-mail : ssakthimotors@gmail.com

SHRIRAJ MOTORS
Authorised Dealer
TVS Motor Company Limited

No. 1, Madurai Main Road, Thidir Nagar
THUVARANKURICHI - 621 314.
Trichy Dist
Tel: 04332 - 255396 / 254388

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. V.DINESH KUMAR, a student of MBA having Id. No:813821631015 from SARANATHAN college of engineering,Trichy, had under gone internship training during 01/08/2022 to 26/08/2022 on the topic of Sales & Service , Which he completed successfully.

Through-out the training, his overall conduct and attitude towards work was satisfactory. He was hardworking, punctual and committed in carrying out his assignments.

Wishing him all success for his future.

For SHRIRAJ MOTORS

Manager

SHRIRAJ MOTORS
No 1,Madurai Main Road,
Thuvarankurichi-621 314

Bnazrum
ro Exports (P) Ltd.

Sirumalai Road, Rettiapatti P.O.,
Erandalaparai, Dindigul - 624 003.
Tamil Nadu, India.
GST No : 33AABCB2418B1ZJ
CIN : UO5110TZ1998PTC008488
Phone : +91 451 2471572, 2470454
E-mail : accounts@bnazrum.com
Website : www.bnazrum.com

Date: 30/08/2022

To Whom So Ever It May Concern

This is to certify that **Ezhil Mathi.M (Reg.no.813821631016)** Final Year MBA student of Saranathan College Of Engineering has successfully completed her Internship in Bnazrum Agro Exports Private Limited during the period from **01.08.2022** to **30.08.2022.**

All necessary details and support were provided from our side to her to successfully complete her Internship.

During her association with us, we found her to be sincere, hardworking and inquisitive. We wish her every success in her life and career.

Thanking You,

For Bnazrum Agro Exports Pvt Ltd

(Operations Manager)

K.Kannan

fssai
Food Safety and Standards Authority of India
100 % E.O.U
FDA
BSCI
Business Social Compliance Initiative

Date: 31/08/2022

TOWHOMSOEVERITMAY CONCERN

This is to Certify thatMs.J. Gangai, (Reg.No.813821631017), a student of Saranathan College of Engineering- Trichy has successfully completed a summer internship in the field of Management from 01-08-2022 to 31-08-2022 under the guidance of Mr. Ranganathan L.

During the period of her internship program with us, she had been exposed to different processes and was found diligent, hardworking and inquisitive.

We wish him every success in his life and career.

For Integrated Personnel Service Limited,

Authorized Signatory

INTEGRATED PERSONNEL SERVICES LTD. CHENNAI

Reliance
RETAIL

Internship Certificate

This is to certify that Ms. **GAYATHRI A** (247518) MBA student of Saranathan College of Engineering, Trichy 620012 has successfully completed 1Month Internship Programme from (01-08-2022 to 31-08-2022) **at Reliance Retail Ltd. (Sales and operation) During the** Internship Programme, she is very punctual and dedication to working.

For Reliance Retail Limited

Authorized Signatory

SRI BALAJI MOTORS

Hero

Date : 31.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that, **Mr. GOKUL. M** (Reg. No.813821631019), student of final year MBA., (Sales) at SARANATHAN COLLEGE OF ENGINEERING, PANJAPUR TRICHY 620012, has successfully completed "INTENSHIP" in our organization's works department from "01.08.2022 to 31.08.2022 ".

During the above period, we found sincere and attentive.

We wish him all success in his further Endeavors.

For Sri Balaji Motors

V. Rajesh

Proprietor

SRI BALAJI MOTORS ★Mannachanallur★

10/4, L.F. Road, Mannachanallur - 621 005. Ph : 0431 - 2561123 Cell : 9865717901

CamScanner

NLC INDIA LIMITED

" NAVRATNA - A GOVERNMENT OF INDIA ENTERPRISE"

CERTIFICATE

This is to certify that

GOKUL RAJ V (813821631020)

Studying his Master of Business Administration at
SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI-620012
has undergone Internship Training titled
"CONSOLIDATED REPORT ON BLOCK PLACEMENT FIELD WORK AT NLC India Limited ",NEYVELI during the period from 01/08/2022 to 26/08/2022 at Mine-1, NLC INDIA LIMITED, NEYVELI.

26.08.2022
NEYVELI

CHIEF MANAGER
LEARNING AND DEVELOPMENT CENTRE
NLC INDIA LIMITED, NEYVELI

Chief Manager
Learning & Development Centre
NLC India Limited, Neyveli-3

Training adding Value To life

VETHAA milk

Vedam Milk Product
SF NO.21/1, Thottiyapatti, Anna College Post, Musiri, Trichy - 621 211
Ph : 0432 6262364 | admin@vethaa.in | www.vethaa.in
GST NO: 33AANFV8828L1ZE

Date: 22.08.2022

CERTIFICATE

This is to certify that **Mr. P.Guhan** (Reg No: 813821631021) Studying First Year MBA Student of Saranathan College of Engineering, Trichy had successfully completed his Internship on Dairy Industry at our esteemed organization.

He had visited our company from 01.08.2022 to 21.08.2022

During the Training period, his initiative and behavior was found to be good.

We wish him the best in all for this future endeavors and career.

For **Vedam Milk** Product

Authorized Signatory

VEDAM MILK PRODUCT * MUSIRI *

Laboratory Incharge

K.Selvaraju



Kothari
SUGARS AND CHEMICALS LTD

Kattur Post - 621 706. Lalgudi Taluk, Trichy Dist., Tamilnadu.
Phone : 0431-2541224 / 2541350 / 2541453. Fax : 0431-2541451
e-mail : kscl_katt@hckgroup.com
GSTIN : 33AABCK2405J1ZP

HCK GROUP

KSCL/PD/2022/

31st August 2022

To Whomsoever it may Concern.

Certification of Internship Training Completion.

This is to certify that **Mr.R.Hariprasath, Reg No.(813821631022)** Studying 1st MBA at Saranathan College Of Engineering **College** (Approved by AICTE and Affiliated to the Anna University, Chennai), Panjappur, Tiruchirappalli - 620 012 has successfully completed the internship training at M/s.Kothari sugars and chemicals limited., Unit -1, Kattur, Trichy District from 02nd August 2022 to 31st August 2022 under the rules and regulations of factory.

During the above period, He took active participation in learning about the Sugarcane Cultivation practices, Various departmental activities, Personnel & Administartion work process and on the sugar manufacturing processing.

We wish him every success to his future endeavours.

Best Wishes.

For Kothari Sugars and Chemicals Limited,

(Authorized Signatory)

KOTHARI SUGARS AND CHEMICALS LTD. KATTUR, LALGUDI TK, TRICHY - DT

Corporate Office
Building", No.115, Mahatma Gandhi Salai, Nungambakkam, Chennai - 600 034
044-30226848 / 5614. Fax : 044 - 28334560
: www.hckotharigroup.com

CIN : L15421TN1960PLC004310
TIN No : 33790460019 DT. 1.1.2007

Kintetsu World Express (India) Pvt. Ltd.
Brigade Magnum, B 102, 1st Floor,
International Airport Road,
Amruthahalli, Kodigehalli Gate, Hebbal,
Bengaluru - 560 092. Karnataka, India.
Tel: +91 80 61424500 | Fax: +91 80 61424512
CIN NO. : U63023KA1997PTC022093
Email : kweindiacorporate@kwe.com
URL : https://www.kwe.com

Date: 30th August 2022

CERTIFICATE OF INTERNSHIP COMPLETION

This is to certify that Ms. Induja S, has successfully completed her internship program with Kintetsu World Express India Pvt. Ltd at our Head office Bangalore in Operations department from 1st August 2022 to 30th August 2022. During the internship program with us she was found punctual and inquisitive.

Best wishes for his future endeavor.

For Kintetsu World Express (India) Pvt. Ltd.

Venkataraghavan N.
Sr. General Manager - HR and Administration.

Kintetsu World Express (India) Pvt. Ltd.
Brigade Magnum, B-102, 1st Floor,
International Airport Road,
Amruthahalli, Kodigehalli Gate, Hebbal,
Bengaluru - 560 092. Karnataka, India.
Tel: +91 80 61424500 | Fax: +91 80 61424512
CIN NO. : U63023KA1997PTC022093
Email : kweindiacorporate@kwe.com
URL : https://www.kwe.com

Date: 30th August 2022

CERTIFICATE OF INTERNSHIP COMPLETION

This is to certify that Ms. Janani N has successfully completed her internship program with Kintetsu World Express India Pvt. Ltd at our Head office Bangalore in Finance and Account department from 1st August 2022 to 30th August 2022. During the internship program with us she was found punctual and inquisitive.

Best wishes for his future endeavor.

For Kintetsu World Express (India) Pvt. Ltd.

Venkataraghavan N.
Sr. General Manager - HR and Administration.

Kothari
SUGARS AND CHEMICALS LTD

Kattur Post - 621 706, Lalgudi Taluk, Trichy Dist., Tamilnadu.
Phone : 0431-2541224 / 2541350 / 2541453, Fax : 0431-2541451
e-mail : kscl_katt@hckgroup.com
GSTIN : 33AABCK2495F1ZP

HCK GROUP

KSCL/PD/2022/

31st August 2022

To Whomsoever it may Concern.

Certification of Internship Training Completion.

This is to certify that **Mr.M.Kaarthicraj, Reg No.(813821631025)** Studying 1st MBA at Saranathan College Of Engineering **College** (Approved by AICTE and Affiliated to the Anna University, Chennai), Panjappur, Tiruchirappalli - 620 012 has successfully completed the internship training at M/s.Kothari sugars and chemicals limited., Unit -1, Kattur, Trichy District from 02nd August 2022 to 31st August 2022 under the rules and regulations of factory.

During the above period, He took active participation in learning about the Sugarcane Cultivation practices, Various departmental activities, Personnel & Administartion work process and on the sugar manufacturing processing.

We wish him every success to his future endeavours.

Best Wishes.

For Kothari Sugars and Chemicals Limited,

(Authorized Signatory)

KOTHARI SUGARS AND CHEMICALS LTD. KATTUR. LALGUDI TK. TRICHY - 07

Registered Office
"Kothari Building", No.115, Mahatma Gandhi Salai, Nungambakkam, Chennai - 600 034
Phone : 044-30226848 / 5614, Fax : 044 - 28334560
Website : www.hckotharigroup.com

CIN : L15421TN1960PLC004310
TIN No : 33790460019 DT. 1.1.2007
CST No : 24518 DT.26.06.1961
Area Code : 024

Ensign
Trust. We ensure
www.ensigninsure.com
CIN: U66000TN2016PTC113549

TO WHOMSOEVER IT MAY CONCERN

This is to certify that P.L. Kamali, Reg No 813821631026, MBA from Saranathan College of Engineering has undergone an internship for 30 days in the month of August from 01.08.2022 to 30.08.2022 in our organisation.

During the training period his/her conduct and character was found to be good. Her performance was satisfactory. She had shown keen interest to learn the process and functions of each department. Her involvement was appreciable.

Wishing her all the best for her future.

For Ensign Insurance Brokers P Ltd

ENSIGN INSURANCE BROKERS PVT. LTD.

Authorized Signatory

01.09.2022

ATLAS
PORT ENTERPRISES

"Atlas Chambers"
29-J, Pugalur Road
Karur - 639001
Tamil Nadu, India.

: 33AAAFA4788R1ZX
Tel: +914324 274303 / 274404
Fax : +914324 232404

AEE/SCE/ 49

Dates: 25/08/2022

TO WHOM SOEVER IT MAY CONCERN

This is to certify that **MS. KAVIPRIYA V (ROLL NO.813821631027)** a student of **SARANATHAN COLLEGE OF ENGINEERING.** She has successfully completed **INTERNSHIP - (From 01/08/2022 - TO 25/08/2022)** in our Organization. During the period of **INTERNSHIP**, her initiative and interaction was satisfactory.

We wish her every success in her future endeavors.

For Atlas Export Enterprises,

G.RAVIKUMAR
HR MANAGER

Shri Amman Steel and Allied Industries (P) Ltd.,

An ISO 9001 Certified Company

Regd Off & Fac.: Silampudayanpatti Road, Nagamangalam, Tiruchirappalli-12. (TN)
GSTIN/UIN : 33AALCS5586R1ZC CIN No : U27106TN2007PTC065678

P : 0431 - 2680411 / 2680422
F : 0431 - 2680850
E : sasai@ammantry.com
W : www.ammantry.com

Ref: SASAI-INT-FINAL-78-01 **31-08-2022**

CERTIFICATE

This is to certify that Ms. **V. KIRUTHIGA (Reg. No. 8138211631029),** M.B.A., Final year student of **Saranathan Engineering College, Panjappur, Trichy,** has successfully completed her Second Semester Internship in our Organization under the guidance of Mr. M. Mohamed Ibrahim (M.Q.C / MR) from 1st August 2022 to 30st August 2022. We appreciate her keen interest and the efforts taken to do this Internship. During this period her conduct and character is good and performance is satisfactory.

We wish success in all future endeavors.

For **SHRI AMMAN STEEL AND ALIED INDUSTRIES (P) LTD**

AUTHORIZED SIGNATORY
Email: qc@ammantry.com

SHRI AMMAN STEEL AND ALIED INDUSTRIES (P) LTD. NAGAMANGALAM TRICHY-12

BUNGE

16-11-2022

In-Plant Training Certificate

This is to certify that **Mr. A. Krishna Doss,** (Reg No: 813821631030), a student of MBA (Finance and HR), at Saranathan College of Engineering, Trichy has successfully completed In-Plant visit from 03-08-2022 to 25-08-2022 at our factory Bunge India Pvt ltd, in Edamalaipattipudur, Trichy, Tamil Nadu.

During the tenure of visit, the student trainee was observed to be punctual, objective & dedicated.

We wish him all Success in future endeavors.

For, Bunge India Private Limited.

M.P.S. 16/11/22

Srivathsan S

Manager – HR

Bunge India Private Limited
Edamalaipatti Pudur,
Trichy - 620 012.
Phone : 91- 0431-2471765 / 2471766, Fax : 91- 0431-2471769

Corporate Office :
601 C & 601 D 6th Floor, The Capital,
C-70, G Block, Bandra Kurla Complex,
Bandra East, Mumbai - 400 051.

Solversindia

HR Service Provider & Client Management

Date : 27th August 2022

INTERNSHIP CERTIFICATE

This is to certify that Ms. Madhura T was working with us as HR-Intern from 1st August' 22 to 27th August'22. During this period her conduct and performance has been praiseworthy.

We wish her every success for her future endeavors!

Regards

For Solvers India

Authorized Signatory

Solvers India
177, Bashyakaralu St, Opp to Ideal Stores, RS Puram, Coimbatore-64

Jothi Malleables Pvt. Ltd.,
AN ISO 9001:2015 Company

Regd. Office : PB No.250, 1st Cross,
348-22, Salai Road, Thillainagar,
Tiruchirappalli - 620018, Tamil Nadu, India.
Tel : +91 431 2764432 / 2762389
Mail : jmolf@jmplgroups.com
CIN No : U28926TN2012PTC086432
GSTIN : 33AAACJ5840D1ZA

JM/AUGUST-20/22 27/08/2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms.J.MEGHA SUSHMITHA,(Reg No:813821631032** Ist year of MBA student in **"SARANATHAN COLLEGE OF ENGINEERING PANJAPPUR" TRICHY-620012,** has undergone **Internship** in our organization for the period of 20 Days From **02.08.2022 to 22.08.2022.** During this period she has been given Internship training in the area of Human Resource Management.

Yours truly,
For JOTHI MALLEABLES PRIVATE LTD.,

(E.DINESH KUMAR)
Manager - HR

JOTHI MALLEABLES Private Ltd * TRICHY *

Works : Plot 7 & 18, Developed Plots, Industrial Estate, Thuvakudi, Tiruchirappalli - 620 015.
Tel : +91 431 2762389
Web : www.jmplgroups.com

Shri Amman Steel and Alied Industries (P) Ltd.,

An ISO 9001 Certified Company

Regd Off & Fac.: Sitampudayanpatti Road, Nagamangalam, Tiruchirappalli-12. (TN)
GSTIN/UIN : 33AALCS5586R1ZC. CIN No : U27106TN2007PTC065678

P : 0431 - 2680411 / 2680422
F : 0431 - 2680550
E : sasai@ammantry.com
W : www.ammantry.com

Ref: SASAI-INT-FINAL-78-02 **31-08-2022**

CERTIFICATE

This is to certify that Ms. **N. MONICA LOBO (Reg. No. 8138211631033),** M.B.A., Final year student of **Saranathan Engineering College, Panjappur, Trichy,** has successfully completed her Second Semester Internship in our Organization under the guidance of Mr. M. Mohamed Ibrahim (M.Q.C / MR) from 1st August 2022 to 30st August 2022. We appreciate her keen interest and the efforts taken to do this Internship. During this period her conduct and character is good and performance is satisfactory.

We wish success in all future endeavors.

For **SHRI AMMAN STEEL AND ALIED INDUSTRIES (P) LTD**

AUTHORIZED SIGNATORY
Email: qc@ammantry.com

SHRI AMMAN STEEL AND ALIED INDUSTRIES (P) LTD. NAGAMANGALAM TRICHY-12

Apollo Sindoori

Excellence in Hospitality

ASHL/HR/AUG/2022

31/08/2022

To Whom So Ever It May Concern

This is to certify that **Ms. NARMADA A,** Finai Year MBA (HR) Reg No: 813821631034 student of Saranathan College of Engineering, Trichy – 620012 has successfully completed her Internship in Apollo Sindoori Hotels Limited during the period from 01/08/2022 to 31/08/2022.

All necessary details and support were provided from our side to her to successfully complete her Internship.

During her association with us, we found her to be sincere, hardworking and inquisitive. We wish her every success in her life and career.

Thanking you,

For Apollo Sindoori Hotels Ltd.,

APOLLO SINDOORI HOTELS LTD HRD

Authorized Signatory

Shriraj Agencies
Authorised Dealer
TVS Motor Company Limited

No. 60/4A, Singaram Nagar,
Opp. Muniswaran Kovil,
Thiruverumbur, Trichy - 620 013
Tel.: **0431 - 2534044 / 98652 46469**
e.mail: **shrirajtvs1@gmail.com**

CERTIFICATE OF INTERNSHIP REPORT

The management of TVS Motor Company takes immense pleasure in awarding the internship certificate to

MR. R.OM SUGANTH of

SARANATHAN COLLEGE OF ENGINEERING.

Internship field project program from 1st August – 30th August 2022.

Team TVS takes pride in congratulating him on this accomplishment.

During the field project his performance was found to be good.

We wish him all the very best for his future endeavours.

GENERAL MANAGER

SHRIRAJ TVS MOTORS

TRICHY.

SHRIRAJ AGENCIES
No:1, Karur Bye-Pass Road,
Annamalai N...
Trichy - 620 01... Ph. 2763568

INTERN EXPERIENCE LETTER

September 1st 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms Pavithra Devi** was in an internship with us from 01.08.2022 to 01.09.2022. During this period, she was doing her academic project under the guidance of **Gerald – Senior HR Manager & Mentor Lakshmi** and was based **at Trichy Location.**

During her project with us , we have found her to be professional, sincere & hardworking with high integrity. Also, she worked enough to build a framework whichsupports us to excelling.

On behalf of the management, we wish her all the best in her future endeavors.

Thanking you,

Sincerely,

K. Rengarajan

K.Rengarajan

Director

Integrass India Pvt Limited

VETHAA milk

Vedam Milk Product
SF NO.21/1, Thottiyapatti, Anna College Post, Musiri, Trichy - 621 211
Ph : 0432 6262364 | admin@vethaa.in | www.vethaa.in
GST NO: 33AANFV8828L1ZE

Date: 22.08.2022

CERTIFICATE

This is to certify that **Mr. M.Prabhanjan** (Reg No: 813821631037) Studying First Year MBA Student of Saranathan College of Engineering, Trichy had successfully completed his Internship on Dairy Industry at our esteemed organization.

He had visited our company from 01.08.2022 to 21.08.2022

During the Training period, his initiative and behavior was found to be good.

We wish him the best in all for this future endeavors and career.

For **Vedam Milk Product**

Authorized Signatory

VEDAM MILK PRODUCT * MUSIRI *

Laboratory Incharge

K. Selvaraju



ADITYA BIRLA

UltraTech

31/08/2022

To Whom So Ever It May Concern

This is to certify that **Ms. PRIYADHARSHINI.R,** Final Year MBA (HR) student with Reg No: 813821631038 of Saranathan College of Engineering, Trichy – 620012 has successfully completed her Internship in UltraTech Cement Ltd during the period from 01/08/2022 to 31/08/2022.

During her association with us, we found her to be sincere and hardworking. We wish her all success in her future endeavors.

Thanking you,

For UltraTech Cement Ltd.,

Authorized Signatory

ULTRATECH CEMENT LIMITED
Door No: TF-2, Shop No: A-10
3th Floor, Lakshmi Arcade
11th Cross, Thillai Nagar Main Road
Trichy- 620 018.

Jothi Malleables Pvt. Ltd.,
A ISO/TS 16949 Company

Regd. Office : PB No.950, 1st Floor,
3 (8-22), Sastri Road, Thillainagar,
Trichirappalli - 620018, Tamilnadu, India.
Ph : +91-431-2763449, 2762889
Mail : jmall@jmpigroups.com
GSTIN : 33AAACJ0840L1ZL

JM/AUGUST-20/22 **27/08/2022**

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms.K.PRIYA RAMAN,(Reg No:813821631039)** Ist year of MBA student in **"SARANATHAN COLLEGE OF ENGINEERING PANJAPPUR" TRICHY-620012,** has undergone **Internship** in our organization for the period of 20 Days From **02.08.2022 to 22.08.2022.** During this period she has been given Internship training in the area of Human Resource Management.

Yours truly,
For JOTHI MALLEABLES PRIVATE LTD.,

(E.DINESH KUMAR)
Manager - HR

JOTHI MALLEABLES Private Ltd TRICHY

Works : D.17 & 18, Developed Plots Industrial Estate, Dhuvarai, Tiruchirapalli - 620 015
Ph : +91-431-2500284
Web : www.jmpigroups.com

Seshasayee Paper and Boards Limited

Regd Office & Works : Pallipalayam, Namakkal District, Erode - 638 007, Tamilnadu, India. Ph : 91 - 4288 - 240221 to 240228
Fax 91 - 4288 - 240229 email : edoff@spbltd.com Web : www.spbltd.com
CIN : L21012TZ1960PLC000364

Pers/ Internship

2022.08.27

CERTIFICATE

This is to certify that **Ms. S RAJASREE (813821631040) I[st]** year MBA student from Saranathan College of Engineering, Tiruchirappalli-620012, has undergone Internship from 01.08.2022 to 27.08.2022 in our Organisation and completed the Internship successfully.

For Seshasayee Paper and Boards Limited,

S. Balaji

(S. Balaji)
Executive-HR

ISO 9001:14001 and OHSAS 18001 CERTIFIED

HYUNDAI

Ref. No. 08/22/55

30TH AUGUST 2022

CERTIFICATE

This is to certify that **Mr.M.RAJ MOHAMMED, Reg** No: **813821631041**, FINAL year MBA (SALES) student of **SARANATHAN COLLEGE OF ENGINEERING**, TRICHY -620012.

Did his training in our organization from 01.08.2022 to 30.08.2022. he displayed keen enthusiasm in learning and was sincere in his efforts. During the period we found his character and conduct to be good.

For OXINA CARS PVT LTD

Oxina Car's Pvt. Ltd. Trichy-9

Authorized signature

A CARS PVT. LTD.,
, Dindigul Main Road, Dheeran Nagar, Pirattiyur, Trichy - 620 009
ct No.: 74027 18517. E.mail: oxinacars@gmail.com
CIN : U50401TN2016PTC110560
GSTIN : 33AACCO3176E1ZQ

NLC INDIA LIMITED

" NAVRATNA- A GOVERNMENT OF INDIA ENTERPRISE"

CERTIFICATE

This is to certify that

RAM PRASAD M (813821631042)

Studying his Master of Degree in **MASTER OF BUSINESS ADMINISTRATION** in **SARANATHAN COLLEGE OF ENGINEERING, (Affiliated to Anna University, Chennai) TRICHY - 620012** has undergone Internship Training entitled **" A STUDY OF FINANCE AND AUDITING"** during the period from **01/08/2022 to 27/08/2022** at **Accounts Department** in **NLC INDIA HOSPITAL, NLC INDIA LIMITED, NEYVELI.**

Date: 27.08.2022

Place: NEYVELI

CHIEF MANAGER

LEARNING AND DEVELOPMENT CENTRE

NLC INDIA LIMITED, NEYVELI

Chief Manager
Learning & Development Centre
NLC India Limited, Neyveli-3.

Training adding Value To life

SAF

Shendhur Alloys Foundry

H.O.: 621/B, Near ELGI Road, Opp. Uzhavar Santhai,
Trichy Road, Singanallur, Coimbatore - 641 005.
E-mail: shendhuralloysfoundry@gmail.com
GSTIN: 33AAUFS8415K1ZL

Mob: 98422 15520
98422 15524
98422 15538

TO WHOMSOEVER IT MAY CONCERN

This is certify that **Mr. A.S.ROGER** Final year MBA Reg.no: 813821631044 student of SARANATHAN COLLEGE OF ENGINEERING has completed internship in the field of marketing from **01.08.2022** to **30.08.2022.**

During the period of internship program he is very sincere and hardworking and his conduct were very good.

For SHENDHUR ALLOYS FOUNDRY

SHENDHUR ALLOYS FOUNDRY CBE

Authorized signature

Branch: 2/85/5, Annur Road, Near Vembidian Temple, Arasur Post, Coimbatore -641 407.
Mob: 98422 15560, 98422 15566.

Shriraj Agencies
Authorised Main Dealer
TVS Motor Company Limited

No 1, Karur Byepass Road, Annamalainagar,
Trichy - 620 018.
Tel : 0431-2763666 / 2763777 / 2763888
e-mail shrajtvs@gmail.com

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. N.SANTHOS KUMAR , a student of MBA having Id.No : 813821631045 From SARANATHAN college of engineering, Trichy , had under gone internship training during 01/08/2022 to 26/08/2022 on the topic of sales &service , which he completed successfully.

Through-out the training, his overall conduct and attitude towards work was satisfactory. He was hardworking, punctual and committed in carrying out his assignments.

Wishing him all success for his future.

For SHRIRAJ AGENCIES

Manager

HRD:ITNLTR-VRDIT190822

TO WHOMSOEVER IT MAY CONCERN

his is to certify that Ms. Saranya. R MBA Professional from Saranathan College of ngineering has successfully completed her internship on "no charge, no payment basis", atVR ella IT Services Pvt. Ltd., Trichy Facility, during the period from 1st August 2022 to 30th ugust 2022 as a part of the curriculum.

uring her internship she was assigned with our HR Department under the supervision of Mrs. eerthana. S of HRD. This training was imparted in term of the request made by the Institute d as such, this certificate may be treated as Internship Completion Certificate only.

er conduct and morale were found to be satisfactory.

ease do not hesitate to contact the undersigned, for any further information.

r VR DELLA IT SERVICES PVT. LTD

gneshwaran
oduct Manager

IIGH ENERGY
TTERIES (INDIA) LIMITED

SERVICING NATION
SINCE 1979

9001 : 2015, ISO 14001 : 2015 & ISO 45001 : 2018 Certified Company
N L36999TN1961PLC004606

Works :
Pokkudi Road
Mathur 622 515
Near Trichirappalli
India

Ref : 300/I/645/22-23

Date: 30/08/2022

CERTIFICATE

This is to certify that Ms.R Shreelakshmi (Reg No:813821631047), a student of MBA studying in Saranathan College of Engineering, Tiruchirappali, has done her Internship training at our organization during the period form 1st August 2022 to 30th August 2022.

During this period, she showed interest in learning new things.

We wish her all success.

For High Energy Batteries (I) Limited,

N.Balamurugan
Deputy General Manager (Personnel)

High Energy Batteries (India) Ltd. MATHUR 622 515

Phone : 91-431-2660 323, 2660 324 Fax : 91-4339-250 516 E-mail : info@highenergyltd.com

Regd. Office : 'Esvin House' Perungudi, Chennai - 600 096. Ph : 044-24960335 / 24963552
Delhi Office : No. 38, IInd Floor, Unit No. 11, DLF Industrial Area, Kirti Nagar, New Delhi - 110 015. Phone : 91-11-47093311
nit : IV High Energy Batteries (India) Ltd., (Lead Acid Battery Plant) SF No. 22-24, Rasipuram Road, Mathur - 622 515, Pudukkottai Dist. Phone : 7305071448
Website : www.highenergy.co.in

ZF Rane Automotive India Private Limited
(Formerly known as Rane TRW Steering Systems Pvt. Ltd)

Steering Gear Division
Plant 1 : Fully Integrated Gear (FIG) Division
Trichy Madurai NH, Soothakudi Village, Viralimalai,
Pudukkottai 621316, Tamilnadu, India. 9894675725
Website : www.ranegroup.com
CIN : U35999TN1987PTC014600

16.11.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms.I.Silviya, who is pursuing her Final Year in MBA – Human Resource & Finance– at Saranathan College of Engineering, Trichy has completed her Internship at our Organization from 01.08.2022 - 30.08.2022.

For ZF Rane Automotive India Pvt, Ltd.

L. Manikantan
AGM – Human Resources

ROYAL ENFIELD

CERTIFICATE FOR INTERNSHIP

This is to certify that **MR.SIVAKUMAR S (REG NO. 813821631049) a** student of **SARANATHAN COLLEGE OF ENGINEERING TRICHY** under took a Internship Training in the area of FINANCE at **OXINA MOTORS (ROYAL ENFIELD)** from 01-08-2022 to30-08-2022.

He has worked under our guidance and direction. His work is found to be good and complete in all respect. During the period we found his hardworking, sincere and loyal. We wish him all the best for future endeavours.

MANAGER

OXINA MOTORS
TRICHY

OXINA MOTORS

Show Room :
No.3, New Karur Bye-Pass Road,
Annamalai Nagar, Trichy - 620 018.
Ph: 0431-2763575, Cell: 74027 18501
Email : oxinamotors@gmail.com

Work Shop :
No.7, Magilambu Salai,
Annamalai Nagar, Trichy - 620 018.
Ph.: 0431 - 4217793, 74027 18502
Email : oxinamotorsservice@gmail.com

NLC INDIA LIMITED

" NAVRATNA - A GOVERNMENT OF INDIA ENTERPRISE"

CERTIFICATE

This is to certify that

SIVA PRASATH R (813821631050)

Studying his Master of Business Administration at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI-620012 has undergone Internship Training titled "A STUDY ON EMPLOYEE JOB SATISFACTION AT NLC India Limited ",NEYVELI during the period from 01/08/2022 to 26/08/2022 at Mine-1, NLC INDIA LIMITED,NEYVELI.

26.08.2022
NEYVELI

CHIEF MANAGER
LEARNING AND DEVELOPMENT CENTRE
NLC INDIA LIMITED, NEYVELI

Chief Manager
Learning & Development Centre
NLC India Limited, Neyveli-3

Training adding Value To life

Craftsman
AUTOMATION

Ref. : CAL/HR/Project – Intern/055

CERTIFICATE

This is to certify that Mr. Sriramkumar. V (Reg. No. – 813821631052), studying second year M.B.A, student of Saranathan College of Engineering, Venkateswara Nagar, Panjappur, Tiruchirapalli – 620 012 has undergone internship in our organization from 01-08-2022 to 30-08-2022. During the above period his conduct and performance was found to be good.

Coimbatore
30-08-2022

CRAFTSMAN AUTOMATION LIMITED
30/08/2022

For Craftsman Automation Limited

R Mohanakrishnan
(Vice President – Admn. & HRD)

123/4, Sangothipalayam Road
Arasu Post
Coimbatore - 641 407
Tamil Nadu, India

+91 422 71 610 00
+91 422 71 612 34
info@craftsmanautomation.com
www.craftsmanautomation.com

HYUNDAI

Ref. No. 08/22/39

30TH AUGUST 2022

CERTIFICATE

This is to certify that **Mr.M.SUNDARAM, Reg** No: **813821631053**, FINAL year MBA (SALES) student of **SARANATHAN COLLEGE OF ENGINEERING,** TRICHY -620012.

Did his training in our organization from 01.08.2022 to 30.08.2022. he displayed keen enthusiasm in learning and was sincere in his efforts. During the period we found his character and conduct to be good.

For OXINA CARS PVT LTD

Oxina Car's Pvt. Ltd. Trichy-9

Authorized signature

OXINA CARS PVT. LTD.,
No. 27, Dindigul Main Road, Dheeran Nagar, Pirattiyur, Trichy - 620 009
Contact No.: 74027 18517. E.mail: oxinacars@gmail.com
CIN : U50401TN2016PTC110560
GSTIN : 33AACCO3176E1ZQ

Kaarlo Training & HR Solutions Pvt. Ltd.

26-Aug-22

Internship Experience Certificate

Mr.Suresh G A (Reg. No: 813821631054), a I year MBA Student of Saranathan College of Engineering, Trichy, did his internship on **HR Recruitment** for 21 days from 1st Augst 2022 to 26th August 2022.

He was trained on and later developed hands-on experience on the following areas:

1) Sourcing candidates from our ATS Zoho Recruit.
2) Sourcing candidates from Social media.
3) Posting jobs & sourcing candidates from free job portals.
4) Screening the sourced profiles.
5) Conducting preliminary telephonic interviews for the screened profiles.

Notable Achievements during his internship:

1) Three of his candidates have been submitted to clients.

Mr.Suresh G, did all the assigned work with great interest & dedication.

I wish him great success in his career.

Thanks.

For Kaarlo Training & HR Solutions Pvt. Ltd.

Director

Charles P

Director & Founder

HYUNDAI

Ref. No. 08/22/47

30TH AUGUST 2022

CERTIFICATE

This is to certify that **Mr.G.S.SURESH KUMAR, Reg** No: **813821631055**, FINAL year MBA (HR) student of **SARANATHAN COLLEGE OF ENGINEERING**, TRICHY -620012.

Did his training in our organization from 01.08.2022 to 30.08.2022. he displayed keen enthusiasm in learning and was sincere in his efforts. During the period we found his character and conduct to be good.

For **OXINA CARS PVT LTD**

Oxina Car's Pvt. Ltd. Trichy-9

Authorized signature

NLC INDIA LIMITED

" NAVRATNA - A GOVERNMENT OF INDIA ENTERPRISE"

CERTIFICATE

This is to certify that

TAMILARASAN SB (813821631056)

Studying his Master of Business Administration at
SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI- 620012
has undergone Internship Training titled " A STUDY ON HEALTH AND WELFARE MEASURES OF WORKERS IN NLC India Limited ",
NEYVELI during the period from 01/08/2022 to 26/08/2022 at Mine-1,
NLC INDIA LIMITED, NEYVELI.

CHIEF MANAGER
LEARNING AND DEVELOPMENT CENTRE
NLC INDIA LIMITED, NEYVELI
Chief Manager
Learning & Development Centre
NLC India Limited, Neyveli-3

26.08.2022
NEYVELI

Training adding Value To life

NLC INDIA LIMITED

" NAVRATNA - A GOVERNMENT OF INDIA ENTERPRISE"

CERTIFICATE

This is to certify that

VEERAPRASATH V (813821631057)

Studying his Master of Business Administration at
SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI-620012
has undergone Internship Training titled
" A STUDY ON PERFORMANCE APPRAISAL SYSTEM IN NLC INDIA LIMITED",
NEYVELI during the period from 01/08/2022 to 26/08/2022 at Mine-1,
NLC INDIA LIMITED, NEYVELI.

CHIEF MANAGER
LEARNING AND DEVELOPMENT CENTRE
NLC INDIA LIMITED,NEYVELI

Chief Manager
Learning & Development Centre
NLC India Limited, Neyveli-3

26.08.2022
NEYVELI

Training adding Value To life

Kothari
SUGARS AND CHEMICALS LTD

Kattur Post - 621 706, Lalgudi Taluk, Trichy Dist., Tamilnadu.
Phone : 0431-2541224 / 2541350 / 2541453, Fax : 0431-2541451
e-mail : kscl_katt@hckgroup.com
GSTIN : 33AABCK2495F1ZP

HCK GROUP

KSCL/PD/2022/

31st August 2022

To Whomsoever it may Concern.

Certification of Internship Training Completion.

This is to certify that **Mr.M.Vigneshwaran, Reg No.(813821631058)** Studying 1st MBA at Saranathan College Of Engineering **College** (Approved by AICTE and Affiliated to the Anna University, Chennai), Panjappur, Tiruchirappalli - 620 012 has successfully completed the internship training at M/s.Kothari sugars and chemicals limited., Unit -1, Kattur, Trichy District from 02nd August 2022 to 31st August 2022 under the rules and regulations of factory.

During the above period, He took active participation in learning about the Sugarcane Cultivation practices, Various departmental activities, Personnel & Administartion work process and on the sugar manufacturing processing.

We wish him every success to his future endeavours.

Best Wishes.

For Kothari Sugars and Chemicals Limited,

(Authorized Signatory)

KOTHARI SUGARS AND CHEMICALS LTD. KATTUR, LALGUDI TK., TRICHY - 15

TVS Mobility Private Limited

26/08/2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Ms S Yogalakshmi, Reg No.813821631059** pursuing First year of MBA student of **Saranathan College of Engineering, Trichy** had undergone internship in our Organization from **13/08/2022 to 26/08/2022** towards partial fulfillment of her academic requirements. Her conduct during the period was found good.

We wish all the very best for her future endeavors.

For **TVS MOBILITY PRIVATE LIMITED**

KRISHNAMOORTHY C
ASST MANAGER – HR & OPERATIONS

ROYAL ENFIELD

CERTIFICATE FOR INTERNSHIP

This is to certify that **MR.YOGESH V (REG NO. 813821631060)** a student of **SARANATHAN COLLEGE OF ENGINEERING TRICHY** under took a Internship Training in the area of SALES at **OXINA MOTORS (ROYAL ENFIELD)** from 01-08-2022 to 30-08-2022.

He has worked under our guidance and direction. His work is found to be good and complete in all respect. During the period we found his hardworking, sincere and loyal. We wish him all the best for future endeavours.

MANAGER

OXINA MOTORS
TRICHY

OXINA MOTORS

Show Room :
No.3, New Karur Bye-Pass Road,
Annamalai Nagar, Trichy - 620 018.
Ph : 0431 - 2763575, Cell: 74027 18501
Email : oxinamotors@gmail.com

Work Shop :
No.7, Magilambu Salai,
Annamalai Nagar, Trichy - 620 018.
Ph.: 0431 - 4217793, 74027 18502
Email : oxinamotorsservice@gmail.com