SARANATHAN COLLEGE OF ENGINEERING

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

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

INDEX

CRITERION: 1.3.3

Percentage of students undertaking project work/field work/internship

2022 - 2023

Sl.No	Programme	Page No.
1.	B.E – Civil Engineering	2-106
2.	B.Tech – Computer Science and Business Systems	107-114
3.	B.E – Computer Science and Engineering	115-537
4.	M.E – Computer Science and Engineering	538-541
5.	B.E – Electronics and Communication Engineering	542-570
6.	B.E – Electrical and Electronics Engineering	571-614
7.	M.E – Power Electronics and Drives	615-618
8.	B.E – Instrumentation and Control Engineering	619-654
9.	B.Tech – Information Technology	655-685
10.	B.E – Mechanical Engineering	686-752
11.	Master of Business Administration (M.B.A)	753-803

PRODUCTION OF BIOGAS FROM FOOD WASTE AND COW DUNG

A PROJECT REPORT

Submitted by

HARISH.B	**(813819103011)**
KARTHIKEYAN.M	**(813819103017)**
MADHAVAN M.N	**(813819103020)**

in partial fulfillment for the award of the degree

Of

BACHELOR OF ENGINEERING

IN

CIVIL ENGINEERING

SARANATHAN COLLEGE OF ENGINEERING

TIRUCHIRAPPALLI – 620 012

Submitted to

ANNA UNIVERSITY : CHENNAI 600025

MAY -2023

ANNA UNIVERSITY : CHENNAI 600025

SARANATHAN COLLEGE OF ENGINEERING

BONAFIDE CERTIFICATE

Certificate that this project report **"PRODUCTION OF BIOGAS FROM FOOD WASTE AND COW DUNG"** is the bonafide work of **"B.HARISH (813819103011), M.KARTHIKEYAN (813819103017), M.N. MADHAVAN (813819103020)"** who carried out the project work under my supervision.

SIGNATURE OF HEAD OF THE DEPARTMENT

Dr.A.BELIN JUDE, M.Tech., Ph.D.,
Professor
Head of the Department
Department of Civil Engineering
Saranathan College Of Engineering
Tiruchirappalli -12.

SIGNATURE OF SUPERVISOR

Mrs.K.SATHYA PRABHA, M.E.,
Assistant Professor
Supervisor
Department of Civil Engineering
Saranathan College Of Engineering
Tiruchirappalli -12.

Submitted for Anna University Viva- Voce Examination held on 22.05.2023

22/05/2023
INTERNAL EXAMINER

22/05/2023
EXTERNAL EXAMINER

PERFORMANCE BASED ANALYSIS ON THE BEHAVIOUR OF CONCRETE USED FOR 3D PRINTING

A PROJECT REPORT

Submitted by

HEMANTH. S	**813819103012**
JEGAN SHIVA. K	**813819103014**
TAMIL ARASAN. N	**813819103037**
SARAVANAN. P	**813819103302**

in partial fulfillment for the award of the degree

of

BACHELOR OF ENGINEERING

IN

CIVIL ENGINEERING

SARANATHAN COLLEGE OF ENGINEERING

ANNA UNIVERSITY: CHENNAI 600 025

MAY 2023

BONAFIDE CERTIFICATE

Certified that this Project Report titled **"PERFORMANCE BASED ANALYSIS ON THE BEHAVIOUR OF CONCRETE USED FOR 3D PRINTING"** is the bonafide work of **S.HEMANTH (813819103012), K.JEGAN SHIVA (813819103014), N.TAMILARASAN (813819103037), P.SARAVANAN (813819103302)** who carried out the project work under my supervision.

22/5/23

SIGNATURE OF HEAD OF THE DEPARTMENT

Dr.A. BELIN JUDE ,M.Tech.,Ph.D.,

Professor

Head of the department

Department of Civil Engineering

Saranathan College of engineering

Tiruchirappalli-12

22/5/23

SIGNATURE OF SUPERVISOR

SUPERVISOR

Ms.P. VAISHALI ,M.E.,

Assistant Professor

Supervisor

Department of Civil Engineering

Saranathan College of engineering

Tiruchirappalli-12

Submitted for Anna university Viva-voce Examination held on..22..05..2023

22/05/2023

INTERNAL EXAMINER

22/05/2023

EXTERNAL EXAMINER

EXPERIMENTAL INVESTIGATION ON THE CHARACTERISTICS OF CONCRETE USING SILICA FUME AND RICE HUSK ASH

A PROJECT REPORT

Submitted by

P.GOKUL NATH	**(813819103010)**
T.PRABHURAJ	**(813819103027)**
B.SRIRAM	**(813819103034)**
B.A.SUGUNESAHAN	**(813819103036)**

In partial fulfilment for the award of the degree

of

BACHELOR OF ENGINEERING

in

CIVIL ENGINEERING

SARANATHAN COLLEGE OF ENGINEERING

TIRUCHIRAPPALLI - 620 012

ANNA UNIVERSITY CHENNAI –600025

MARCH - 2023

ANNA UNIVERSITY : CHENNAI 600025

BONAFIDE CERTIFICATE

Certified that this project " **EXPERIMENTAL INVESTIGATION ON THE CHARACTERISTICS OF CONCRETE USING SILICA FUME AND RICE HUSK ASH**" is the bonafide work of "P.GOKUL NATH(813819103010), T.PRABHURAJ(813819103027), B.SRIRAM(813819103034), B.A.SUGUNESAHAN(813819103036)" who carried out the project work under my supervision.

19/05/2023

SIGNATURE

Dr. A. BELIN JUDE, M.Tech.,Ph.D.,

HEAD OF THE DEPARTMENT

Professor

Department of Civil Engineering
Saranathan College of Engineering
Tircuhirappalli-6200012.

SIGNATURE

MR. S. KANNAN, M.E.,

SUPERVISOR

Assistant Professor

Department of Civil Engineering
Saranathan College Engineering
Tiruchirapplli-6200012.

Submitted for project Viva-voce Examination held on 22 - May - 2023

22/5/2023

Internal Examiner

22/05/2023

External Examiner

EXPERIMENTAL EVALUATION ON PROPERTIES OF BRICKS MADE BY ETP SLUDGE

A PROJECT REPORT

Submitted by

S. JAYASHREE **(813819103013)**

P. PARKAVI **(813819103025)**

M. PAVITHIRA **(813819103026)**

in partial fulfillment for the award of the degree

Of

BACHELOR OF ENGINEERING

IN

CIVIL ENGINEERING

SARANATHAN COLLEGE OF ENGINEERING

TIRUCHIRAPPALLI - 620012

Submitted to

ANNA UNIVERSITY : CHENNAI 600025

MAY - 2023

ANNA UNIVERSITY : CHENNAI 600025

SARANATHAN COLLEGE OF ENGINEERING

BONAFIDE CERTIFICATE

Certificate that this project report " **EXPERIMENTAL EVALUATION ON PROPERTIES OF BRICKS MADE BY ETP SLUDGE** " is the bonafide work of " **S . JAYASHREE (813819103013) , P. PARKAVI (813819103025) , M. PAVITHIRA (813819103026)**" who carried out the project work under my supervision.

SIGNATURE OF HEAD OF THE DEPARTMENT

DR. A. BELIN JUDE , M.Tech.,Ph.D.,

Professor

Head of the department

Department of civil engineering

Saranathan college of engineering

Tiruchirappalli - 12.

SIGNATURE OF SUPERVISOR

MR. C .KESAVA RAJA,M.E.,

Assistant Professor

Supervisor

Department of civil engineering

Saranathan college of engineering

Tiruchirappalli - 12.

Submitted for Anna university Viva - Voce Examination held on 22.05.2023

22/5/23

INTERNAL EXAMINER

22/05/2023

EXTERNAL EXAMINER

BEHAVIOUR OF ULTRA HIGH PERFORMANCE CONCRETE USING WATER REDUCING ADMIXTURE

A PROJECT REPORT

Submitted by

K. ATCHAYA	813819103004
M. DEEPIKA	813819103007
V. KAUSICA	813819103018
V. VEDA	813819103038

in partial fulfillment for the award of the degree

of

BACHELOR OF ENGINEERING

IN

CIVIL ENGINEERING

SARANATHAN COLLEGE OF ENGINEERING

TRICHIRAPPALLI-620012

ANNA UNIVERSITY: CHENNAI 600 025

MAY 2023

BONAFIDE CERTIFICATE

Certified that this project **"BEHAVIOUR OF ULTRA HIGH PERFORMANCE CONCRETE USING WATER REDUCING ADMIXTURE"** is the bonafide work of **"K. ATCHAYA (813819103004), M. DEEPIKA (813819103007), V. KAUSICA (813819103018), V. VEDA (813819103038)"** Who carried out the project work under my supervision.

SIGNATURE

Dr. A. BELIN JUDE, M.TECH.,Ph.D.,
HEAD OF THE DEPARTMENT
Department of Civil Engineering,
Saranathan College of Engineering,
Tiruchirappalli-6200012.

SIGNATURE

Dr. A. BELIN JUDE M.TECH.,Ph.D.,
SUPERVISOR
Assistant Professor & Head
Department of Civil Engineering
Saranathan College of Engineering
Tiruchirapplli-6200012.

Submitted for project Viva –voce Examination held on 22/05/23.

Internal Examiner 22/5/2023

22/05/2023
External Examiner

EXPERIMENTAL INVESTIGATION OF CONCRETE WITH NANO-SILICA AND GGBS

A PROJECT REPORT

Submitted by

ABISHEK. V	813819103001
DINESHRAM. R	813819103008
MOHAMMED SULAIMON. A. K	813819103023
TATROUES. A	813819103303

in partial fulfillment for the award of the degree

of

BACHELOR OF ENGINEERING

IN

CIVIL ENGINEERING

SARANATHAN COLLEGE OF ENGINEERING

TIRUCHIRAPPALLI-620012

ANNA UNIVERSITY: CHENNAI 600 025

MAY 2023

BONAFIDE CERTIFICATE

Certified that this project report on "**EXPERIMENTAL INVESTIGATION OF CONCRETE WITH NANO-SILICA AND GGBS**" is the bonafide work of "**ABISHEK.V (813819103001), DINESHRAM.R (813819103008), MOHAMMED SULAIMON. A. K (813819103023), TATROUES.A (813819103303)**" who carried out the project work under my supervision.

SIGNATURE

Dr. A. BELIN JUDE, M. Tech, Ph.D.,

HEAD OF THE DEPARTMENT,

Department of Civil Engineering,

Saranathan College of Engineering,

Tiruchirappalli-6200012.

SIGNATURE

Mr. G. VENKATESAN, M.Tech.,

SUPERVISOR,

Assistant Professor,

Department of Civil Engineering,

Saranathan College of Engineering,

Tiruchirapplli-6200012.

Submitted for project Viva – Voce Examination held on 22/05/2023.

Internal Examiner 22/5/23

External Examiner 22/05/2023

OPTIMIZATION IN STRENGTH BEHAVIOUR OF RECYCLED AGGREGATE CONCRETE WITH METAL POWDER

A PROJECT REPORT

Submitted by

A. DEEPAK **(813819103005)**

T. DEEPAK **(813819103006)**

S. KARTHIK **(813816103016)**

P. A. SRIRAAM **(813816103035)**

In partial fulfilment for the award of the degree

of

BACHELOR OF ENGINEERING

in

CIVIL ENGINEERING

SARANATHAN COLLEGE OF ENGINEERING

TIRUCHIRAPPALLI - 620 012

ANNA UNIVERSITY CHENNAI –600025

MAY - 2023

BONAFIDE CERTIFICATE

Certified that this project "**OPTIMIZATION IN STRENGTH BEHAVIOUR OF OF RECYCLED AGGREGATE CONCRETE WITH METAL POWDER**" is the bonafide work of "P.A.SRIRAM (813819103035), T.DEEPAK (813819103006), A.DEEPAK (813819103005), S.KARTHIK (813819103016)" who carried out the project work under my supervision.

SIGNATURE

Dr. A. BELIN JUDE.,M.Tech., Ph.D.,

HEAD OF THE DEPARTMENT

Department of civil engineering

Saranathan College of Engineering

Tiruchirappalli – 620012

SIGNATURE

Mr. A. ANANDRAJ, M.Tech;

SUPERVISOR

Assistant professor

Department of Civil Engineering

Saranathan college of engineering

Tiruchirappalli - 620012

Submitted for project Viva –voce Examination held on...22.05.2023.....

22/5/2023

Internal Examiner

22/05/2023

External Examiner

EXPERIMENTAL INVESTIGATION ON THE CHARACTERISTICS OF PAVER BLOCK USING STP WASTE

A PROJECT REPORT

Submitted by

ANTONY CLINTON.S	**813819103003**
GANESHPATHI. R	**813819103009**
SANGILIMUTHU.R	**813819103031**
SOLAI ARAVIND.C.T	**813819103032**

in partial fulfillment for the award of the degree

Of

BACHELOR OF ENGINEERING

IN

CIVIL ENGINEERING

SARANATHAN COLLEGE OF ENGINEERING

TIRUCHIRAPPALLI-620012

ANNA UNIVERSITY: CHENNAI 600 025

MAY 2023

BONAFIDE CERTIFICATE

Certified that this project report on "EXPERIMENTAL INVESTIGATION ON THE CHARACTERISTICS OF PAVER BLOCK USING STP WASTE" is the bonafide work of "ANTONY CLINTON.S (813819103003), GANESHPATHI.R (813819103009), SANGAMUTHIR.R (813819103031),SOLAIARAVIND C.T. (813819103032)" who carried out the project work under my supervision.

SIGNATURE

Dr. A. BELIN JUDE, M. Tech, Ph.D.,

HEAD OF THE DEPARTMENT,

Department of Civil Engineering

Saranathan College of Engineering

Tiruchirappalli-6200012.

SIGNATURE

Dr. A. BELIN JUDE, M. Tech, Ph.D

SUPERVISOR,

Professor and Head

Department of Civil Engineering,

Saranathan College of Engineering

Tiruchirappilli-6200012.

Submitted for project Viva –voce Examination held on 22.05.2023

Internal Examiner

External Examiner

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012
(AFFILIATED TO ANNA UNIVERSITY)

Name : DINESH RAM · R
Reg.No. : 813819103008
Sem. / Branch : VII / CIVIL
Sub.Code / Subject : CE 8712

Bonafide record of the work done
in the Laboratory during the period,
JUNE 2022 to NOV 2022

Head of the Department
Date: 12.01.23.

Lecturer – in – charge
12/1/23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **DINESHRAM.R**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Centre - in - Charge

Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 60	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : B. SRIRAM

Reg.No. : 819817106034

Sem. / Branch : VII / civil

Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING REPORT

Bonafide record of the work done

in the Laboratory during the period.

Aug 2022 to NOV 2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on _____.

1.

2.

EXAMINERS

INFRACARE
STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST
ntact : 94431 74368, 99430 44775

Prop Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy -17

DATE : 14.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Sriram.B of Saranathan college of engineering, Trichy has completed his internship in role of repairing and rehabilitation at INFRACARE - A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST. The internship start date was 6th August 2022 and end date was 14th August 2022.

During this period, Sriram worked in various areas of repairing and rehabilitation focusing on strength of the structures

Sriram shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : B. HARISH

Reg.No. : 813819103011

Sem. / Branch : VII / civil Engineering

Sub.Code / Subject : CE8711 - Industrial Training

Bonafide record of the work done

in the Laboratory during the period,

AUG 2022 to NOV 2022.

Head of the Department

chargeDate:

Lecturer – in –

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OFENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

INFRACARE
A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST
Contact : 94431 74368, 99430 44775

Prop.Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy -17

DATE : 22.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Harish.B of Saranathan college of engineering, Trichy has completed his internship at INFRACARE CONSTRUCTION. The internship start date was 6th August 2022 and end date was 22nd August 2022.

During this period, Harish worked in various areas of the functional element of Building construction and Plan.

Harish shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : B. SRIRAM

Reg.No. : 819817106034

Sem. / Branch : VII / civil

Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING REPORT

Bonafide record of the work done

in the Laboratory during the period.

Aug 2022 to NOV 2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on _____.

1.

2.

EXAMINERS

INFRACARE
STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST
ntact : 94431 74368, 99430 44775

Prop Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy -17

DATE : 14.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Sriram.B of Saranathan college of engineering, Trichy has completed his internship in role of repairing and rehabilitation at INFRACARE - A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST. The internship start date was 6th August 2022 and end date was 14th August 2022.

During this period, Sriram worked in various areas of repairing and rehabilitation focusing on strength of the structures

Sriram shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : GOKUL NATH. P

Reg.No. : 813819103010

Sem. / Branch : VII / CIVIL

Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING REPORT

Bonafide record of the work done

in the Laboratory during the period,

AUG 2022 to NOV 2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OFENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

Er. M. SATHIYA MOORTHY, B.E.
+91 98427 98968

BLUELINE CONSTRUCTION

CONSTRUCTION | INTERIORS | TURN KEY PROJECTS

Date:09/08/2022

TO WHOMSOEVE IT MAY CONCERN

This I to certify that **Mr**.GOKULNATH.P of **Saranathan College Of Engineering**,Trichy has completed his internship in site training programme under the guidance of out site engineers The internship start date was 28th July 2022 and date was 9th August 2022.

He ws found to be sincere and hardworking and has been trained with the guidance and operating procedures for the site RESIDENTIAL BUILDINGS.

He has been made familiar wih compiling day records o site, setting out ,checking lines & levels of framework& converting along with safety aspects. The management wishes him good luck for is future Endeavour's.

Yours thankfully

09/08/22

Er.M.Sathiyamoorthy,B.E
Blueline Construction
22-a,Ganesapuram,Namakkal
Ph: 98427 98968

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012
(AFFILIATED TO ANNA UNIVERSITY)

Name : SUGUNESAHAN. B.A
Reg.No. : 813819103036
Sem. / Branch : VII / CIVIL ENGINEERING
Sub.Code / Subject : CE 8712 - INDUSTRIAL TRAINING

Bonafide record of the work done in the Laboratory during the period,

AUG-2022 *to* NOV - 2022

Head of the Department

Date:

Lecturer – in – charge

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **SUGUNESAHAN.B.A**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy

Centre - in - Charge

N. Santhanam
Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : BHARAM . PA

Reg.No. : 813819103035

Sem. / Branch : VII / CIVIL ENGINEERING

Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period.

JUNE 2022 *to* NOVEMBER 2022

Head of the Department

Date: 19.1.23

Lecturer – in – charge

19.1.23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on _____.

1.

2.

INTERNSHIP CERTIFICATE

GSTIN : 33AIOPB4247J5Z6

98424 78617

Alam Shelters
THE QUALITY CONSCIOUS PEOPLE

Date 17TH August, 2022

To Whomsoever It May Concern

This is to certify that Mr. SRIRAAM. PA of SARANATHAN COLLEGE OF ENGINEERING, Panjappur has successfully completed his internship in the role of CIVIL SITE ENGINEER at ALAM SHELTERS, NAVARATHNA NESTLE. The Internship Start Date was 10 August 2022 And end Date was 16 August 2022.

During this Period, SRIRAAM. PA Trained as site engineer in the work of Bar Bending for Pile Caps and column, Column Alignment Checking, Pile Cap and Column Marking By Using Total Station.

SRIRAAM Showed lot of interest in Gaining knowledge and we found him to be Extreamly curious and Hard working. His association with us was appreciable and we wish him all the best in his future endeavours.

Sincerely,

For ALAM SHELTERS, NAVARATHNA NESTLE.

Authorized Signatory

581/SF, ALAM TOWERS, WILLIAMS ROAD,CANTONMENT,
TIRUCHIRAPPALLI,TAMILNADU - 620 001

alamshelterstry@gmail.com

www.alamshelters.co

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : ABISHEK.V

Reg.No. : 813819103001

Sem. / Branch : VII / CIVIL ENGINEERING

Sub.Code / Subject : CE 8712 / INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period,

JUNE 2022 to NOVEMBER 2022

Head of the Department

Lecturer – in – charge

Date: 12.1.23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **ABISHEK. V**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy

Centre - in - Charge

N. Santharam

Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012
(AFFILIATED TO ANNA UNIVERSITY)

Name : AJAY PRABHU . R
Reg.No. : 913819103002
Sem. / Branch : VII / CIVIL ENGINEERING
Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING

Bonafide record of the work done in the Laboratory during the period, JUNE 2022 *to* NOVEMBER 2022

Head of the Department Lecturer – in – charge

Date: 19.1.23 19.1.23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on _____.

1.

2.

EXAMINERS

INTERNSHIP CERTIFICATE

GSTIN : 33AIOPB4247J5Z6

98424 78617

Alam Shelters
THE QUALITY CONSCIOUS PEOPLE

Date 17TH August, 2022

To Whomsoever It May Concern

This is to certify that Mr. Ajay Prabhu.R of SARANATHAN COLLEGE OF ENGINEERING, Panjappur has successfully completed his internship in the role of CIVIL SITE ENGINEER at **ALAM SHELTERS, NAVARATHNA NESTLE.** The Internship Start Date was 10 August 2022 And end Date was 16 August 2022.

During this Period, Ajay Prabhu.R Trained as site engineer in the work of Bar Bending for Pile Caps and column, Column Alignment Checking, Pile Cap and Column Marking By Using Total Station.

Ajay Prabhu Showed lot of interest in Gaining knowledge and we found him to be Extreamly curious and Hard working. His association with us was appreciable and we wish him all the best in his future endeavours.

Sincerely,

For ALAM SHELTERS, NAVARATHNA NESTLE.

Authorized Signatory

581/SF, ALAM TOWERS, WILLIAMS ROAD,CANTONMENT,
TIRUCHIRAPPALLI,TAMILNADU - 620 001
alamshelterstry@gmail.com
www.alamshelters.con

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : M. DEEPIKA

Reg No : 813819103007

Semester / Branch : VII / CIVIL ENGINEERING

Subject Code : CE8712

Bonafide record of the work done in the Laboratory during the period

JUNE 2022 to NOVEMBER 2022

Head of the department

Date: 19.1.23

Staff in charge

Date: 19.1.23

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on .....

Internal Examiner

External Examiner

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that Mr. / Ms **DEEPIKA.M**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the 10th day of **November 2022**

with Grade **A +** from **Trichy** Centre

Centre - in - Charge

N. Santhanam
Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A+	Excellent
70 - 79	A	Very Good
60 - 69	B+	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name	: MADHESH.S
Reg.No.	: 813819103021
Sem. / Branch	: VII / CIVIL ENGINEERING.
Sub.Code / Subject	: CE8712 / INDUSTRIAL TRAINING.

Bonafide record of the work done

in the Laboratory during the period,

JUNE 2022 to NOVEMBER 2022

Head of the Department

Date: 12.1.23

Lecturer – in – charge

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **MADHESH.S**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy

Centre - in - Charge

N. Santharam

Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it wor

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : DEEPAK · T

Reg.No. : 813819103006

Sem. / Branch : VII / B.E CIVIL ENGINEERING

Sub.Code / Subject : CE8712 - INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period.

June 2022 to Nov 2022

Head of the Department

Lecturer – in – charge

Date: 25.1.23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that Mr. / Ms **DEEPAK. T**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the 10th day of **November 2022**

with Grade **A+** from **Trichy** Centre

Centre - In - Charge

N. Sanmugam
Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

-2022
... of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : DEEPAK.A

Reg.No. : 813819103005

Sem. / Branch : VII / CIVIL ENGINEERING

Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period,

JUNE 2022 to NOVEMBER 2022

Head of the Department

chargeDate: 19.1.23

Lecturer – in – 19/11/23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OFENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

INFRACARE
A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST
Contact : 94431 74368, 99430 44775

Prop.Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy-17

DATE : 22.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Deepak.A of Saranathan college of engineering, Trichy has completed his internship at INFRACARE CONSTRUCTION. The internship start date was 6th August 2022 and end date was 22nd August 2022.

During this period, Deepak worked in various areas of the functional element of Building construction and Plan.

Deepak shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : K. ATCHAYA

Reg No : 813819103004

Semester / Branch : VII / CIVIL ENGINEERING

Subject Code : CE8712

Bonafide record of the work done in the Laboratory during the period

JUNE 2022 to NOVEMBER 2022

Head of the department **Staff in charge**

Date: 19.1.23 **Date:** 19.1.23

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on .....

Internal Examiner **External Examiner**

CADDZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that *Mr. / Ms* **ATCHAYA. K**

has successfully completed the course in **REVIT ARCHITECTURE**

of ***TWO MONTHS*** *duration on this the* **10th** *day of* **November 2022**

with Grade **A +** *from* **Trichy** *Centre*

Centre - in - Charge

N. Santhanam
Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : P. Parkavi

Reg No : 813819103025

Semester / Branch : VII / Civil Engineering

Subject Code : CE8712 - Industrial Training

Bonafide record of the work done in the Laboratory during the period

June 2022 to November 2022

Head of the department

Date: 19.1.23

Staff in charge

Date: 19.1.23

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on .....

Internal Examiner

External Examiner

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **PARKAVI.P**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy

Centre - in - Charge

N. Santharam

Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : V. KAUSICA

Reg No : 813819103018

Semester / Branch : VII / CIVIL

Subject Code : CE8712

Bonafide record of the work done in the Laboratory during the period

June 2022 to November 2022

Head of the department

Date: 19.1.23

Staff in charge

Date: 19.1.23

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on .....

Internal Examiner

External Examiner

CADD ZONE

YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **KAUSICA.V**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy

Centre - in - Charge

N. Santhanam

Head

EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022

Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012
(AFFILIATED TO ANNA UNIVERSITY)

Name	: S. MOHAMED AMEEN
Reg.No.	: 813819103022
Sem. / Branch	: VII / CIVIL
Sub.Code / Subject	: CE8712 / INDUSTRIAL TRAINING

Bonafide record of the work done
in the Laboratory during the period,
JUNE 2022 *to* NOVEMBER 2022

Head of the Department

Lecturer – in – charge

Date: 12.1.23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **MOHAMED AMEEN.S**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy pal
Centre - in - Charge

N. Santhanam
Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : TAMILARASAN N

Reg.No. : 813919103037

Sem. / Branch : VII / CIVIL ENGINEERING

Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period,

JUNE 2022 to NOVEMBER 2022

Head of the Department

chargeDate: 19.1.23

Lecturer – in – 19/1/23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OFENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

INFRACARE
A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST
Contact : 94431 74368, 99430 44775

Prop.Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy-17

DATE : 22.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Tamilarasan.N of Saranathan college of engineering, Trichy has completed his internship at INFRACARE CONSTRUCTION. The internship start date was 6th August 2022 and end date was 22nd August 2022.

During this period, Tamilarasan worked in various areas of the functional element of Building construction and Plan.

Tamilarasan shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

Authorised signatory

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : S.Antony clinton

Reg.No. : 813819103003

Sem. / Branch : VII / civil

Sub.Code / Subject : CE8712 - INDUSTRIAL TRAINING REPORT

Bonafide record of the work done

in the Laboratory during the period,

Aug 2022 to Nov 2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on _____.

1.

2.

EXAMINERS

INFRACARE
RUCTURAL RETROFITTING & REHABILITATION SPECIALIST
tact : 94431 74368, 99430 44775

Prop.Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy -17

DATE : 14.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Antony Clinton.S of Saranathan college of engineering, Trichy has completed his internship in role of repairing and rehabilitation at INFRACARE - A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST. The internship start date was 6th August 2022 and end date was 14th August 2022.

During this period, Antony Clinton worked in various areas of repairing and rehabilitation focusing on strength of the structures

Antony Clinton shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : M. PAVITHIRA

Reg No : 813819103026

Semester / Branch : VII / CIVIL ENGINEERING

Subject Code : CE8712

Bonafide record of the work done in the Laboratory during the period

JUNE 2022 to NOVEMBER 2022

Head of the department

Date: 19.1.23

Staff in charge

Date: 19.1.23

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on .....

External Examiner

Internal Examiner

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **PAVITHIRA.M**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy

Centre - in - Charge

N. Santharam

Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : V. VEDA

Reg No : 813819103038

Semester / Branch : VII / CIVIL ENGINEERING

Subject Code : CE8711

Bonafide record of the work done in the Laboratory during the period

JUNE 2022 to NOVEMBER 2022

Head of the department

Date: 19.1.23

Staff in charge

Date: 19.1.23

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on .....

Internal Examiner

External Examiner

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **VEDA.V**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy

Centre - in - Charge

N. Santhanam

Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Knowledge is the supreme deity

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012
(AFFILIATED TO ANNA UNIVERSITY)

Name	: A. TATROUES
Reg.No.	: 813819103303
Sem. / Branch	: VII / CIVIL
Sub.Code / Subject	: CE8712 / INDUSTRIAL TRAINING

Bonafide record of the work done
in the Laboratory during the period,
JUNE 2022 *to* NOV 2022

Head of the Department
Date: 12.01.23

Lecturer – in – charge 12/1/23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** ***TATROUES***

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Centre - in - Charge

N. Santhanam
Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : T. PRABHURAJ

Reg.No. : 813819103087

Sem. / Branch : 07 CIVIL ENGINEERING

Sub.Code / Subject : CE8711 INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period.

AUG 2022 *to* NOV 2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 25.01.2023

1.

2.

EXAMINERS

INFRACARE
UCTURAL RETROFITTING & REHABILITATION SPECIALIST
ct: 94431 74368, 99430 44775

Prop.Er. P. RAJARAJAN
GST: 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy -17

DATE : 14.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Prabhuraj.T of Saranathan college of engineering, Trichy has completed his internship in role of repairing and rehabilitation at INFRACARE - A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST. The internship start date was 6th August 2022 and end date was 14th August 2022.

During this period, Prabhuraj worked in various areas of repairing and rehabilitation focusing on strength of the structures

Prabhuraj shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : R. GANESH PATHI

Reg.No. : 812819103009

Sem. / Branch : VII / BE

Sub.Code / Subject : CE8712 - INDUSTRIAL TRAINING.

Bonafide record of the work done

in the Laboratory during the period,

JUNE 2022 *to* NOV 2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 25.01.2023.

1.

2.

EXAMINERS

INFRACARE
UCTURAL RETROFITTING & REHABILITATION SPECIALIST
act : 94431 74368, 99430 44775

Prop Er. P. RAJARAJAN
GST : 33 AETPR 3625E 1ZA
PAN : AETPR 3625 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy -17

DATE : 14.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Ganesh Pathi.R of Saranathan college of engineering, Trichy has completed his internship in role of repairing and rehabilitation at INFRACARE - A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST. The internship start date was 6th August 2022 and end date was 14th August 2022.

During this period, Ganesh Pathi worked in various areas of repairing and rehabilitation focusing on strength of the structures

Ganesh Pathi shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI - 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : R. SANJAILI NUTHU

Reg.No. : 813819103031

Sem. / Branch : VII / B.E

Sub.Code / Subject : CE 8712 - INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period,

JUNE 2022 to NOVEMBER 2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 25.01.2023

1.

2.

EXAMINERS

INFRACARE
RUCTURAL RETROFITTING & REHABILITATION SPECIALIST
tact : 94431 74368, 99430 44775

Prop.Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy - 17

DATE : 14.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Sangili Muthu.R of Saranathan college of engineering, Trichy has completed his internship in role of repairing and rehabilitation at INFRACARE - A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST. The internship start date was 6th August 2022 and end date was 14th August 2022.

During this period, Sangili Muthu worked in various areas of repairing and rehabilitation focusing on strength of the structures

Sangili Muthu shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

Authorised signatory

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : S.KARTHIK

Reg.No. : 813819103016

Sem. / Branch : VII / CIVIL ENGINEERING

Sub.Code / Subject : CE 8712 / INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period,

Aug 2022 to NOV 2022

Head of the Department

Date: 19.1.23

Lecturer – in – charge

19.1.23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on _____.

1.

2.

EXAMINERS

INTERNSHIP CERTIFICATE

GSTIN : 33AIOPB4247J5Z6

9842417

Alam Shelters

THE QUALITY CONSCIOUS PEOPLE

Date 17TH August, 2022

To Whomsoever It May Concern

This is to certify that Mr. KARTHIK. S of SARANATHAN COLLEGE OF ENGINEERING, Panjappur has successfully completed his internship in the role of CIVIL SITE ENGINEER at ALAM SHELTERS, NAVARATHNA NESTLE. The Internship Start Date was 10 August 2022 And end Date was 16 August 2022.

During this Period, KARTHIK. S Trained as site engineer in the work of Bar Bending for Pile Caps and column, Column Alignment Checking, Pile Cap and Column Marking By Using Total Station.

KARTHIK. S Showed lot of interest in Gaining knowledge and we found him to be Extreamly curious and Hard working. His association with us was appreciable and we wish him all the best in his future endeavours.

Sincerely,

For ALAM SHELTERS, NAVARATHNA NESTLE.

Authorized Signatory

581/SF, ALAM TOWERS, WILLIAMS ROAD,CANTONMENT,
TIRUCHIRAPPALLI,TAMILNADU - 620 001

alamshelterstry@gmail.com

www.alam

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : M. Karthikayan

Reg.No. : 813819103017

Sem. / Branch : VII / Civil Engineering

Sub.Code / Subject : CE8712 - Industrial Training

Bonafide record of the work done

in the Laboratory during the period,

Aug 2022 *to* Nov 2022

Head of the Department

Date:

Lecturer – in – charge

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on _____.

1.

2.

EXAMINERS

INFRACARE
STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST

ontact : 94431 74368, 99430 44775

Prop.Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy -17

DATE : 14.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Karthi Keyan.M of Saranathan college of engineering, Trichy has completed his internship in role of repairing and rehabilitation at INFRACARE - A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST. The internship start date was 6th August 2022 and end date was 14th August 2022.

During this period, Karthi Keyan worked in various areas of repairing and rehabilitation focusing on strength of the structures

Karthi Keyan shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : LOGESHVARAN.C.B.

Reg.No. : 813819103019.

Sem. / Branch : VII"/ CIVIL

Sub.Code / Subject : CE8712/INDUSTRIAL TRAINNING

Bonafide record of the work done

in the Laboratory during the period,

JUNE 2022, to NOVEMBER 2022

Head of the Department

Lecturer – in – charge

Date: 12.1.23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **LOGESHVARAN. C.B**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Centre - in - Charge

N. Santharam
Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : MADHAVAN. M.N

Reg.No. : 813819103020

Sem. / Branch : VII / CIVIL

Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING REPORT

Bonafide record of the work done

in the Laboratory during the period,

AUG 2022 to NOV 2022

Head of the Department

Lecturer – in – chargeDate:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OFENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

Er. M. SATHIYA MOORTHY, B.E.
+91 98427 98968

BLUELINE CONSTRUCTION

CONSTRUCTION | INTERIORS | TURN KEY PROJECTS

Date:09/08/2022

TO WHOMSOEVE IT MAY CONCERN

This I to certify that **Mr.MADHAVAN M N** of **Saranathan College Of Engineering**,Trichy has completed his internship in site training programme under the guidance of out site engineer. The internship start date was 28th July 2022 and date was 9th August 2022.

He ws found to be sincere and hardworking and has been trained with the guidance and operatin procedures for the site RESIDENTIAL BUILDINGS.

He has been made familiar wih compiling day records o site, setting out ,checking lines & levels of framework& converting along with safety aspects. The management wishes him good luck fo is future Endeavour's.

Yours thankfully

09/08/22

Er.M.Sathiyamoorthy,B.E
Blueline Construction
22-a,Ganesapuram,Namakkal
Ph: 98427 98968

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012
(AFFILIATED TO ANNA UNIVERSITY)

Name : B. SAKTHI MAHESWARAN.
Reg.No. : 813819103030
Sem. / Branch : VII / CIVIL ENGINEERING.
Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING.

Bonafide record of the work done
in the Laboratory during the period,
AUG 2022 to NOV-2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion

This is to certify that **Mr. / Ms** **SAKTHI MAHESHWARAN.B**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Centre - in - Charge

N. Santharam
Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

Design is not just what it looks like and feel like. Design is what it works.

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012

(AFFILIATED TO ANNA UNIVERSITY)

Name : MOHAMMED SULAIMON . A.K

Reg.No. : 813819103023

Sem. / Branch : VII / CIVIL ENGINEERING

Sub.Code / Subject : CE8712 / INDUSTRIAL TRAINING

Bonafide record of the work done

in the Laboratory during the period,

JUNE 2022 *to* NOVEMBER 2022

Head of the Department

Lecturer – in – charge

Date: 12.1.23

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on_____.

1.

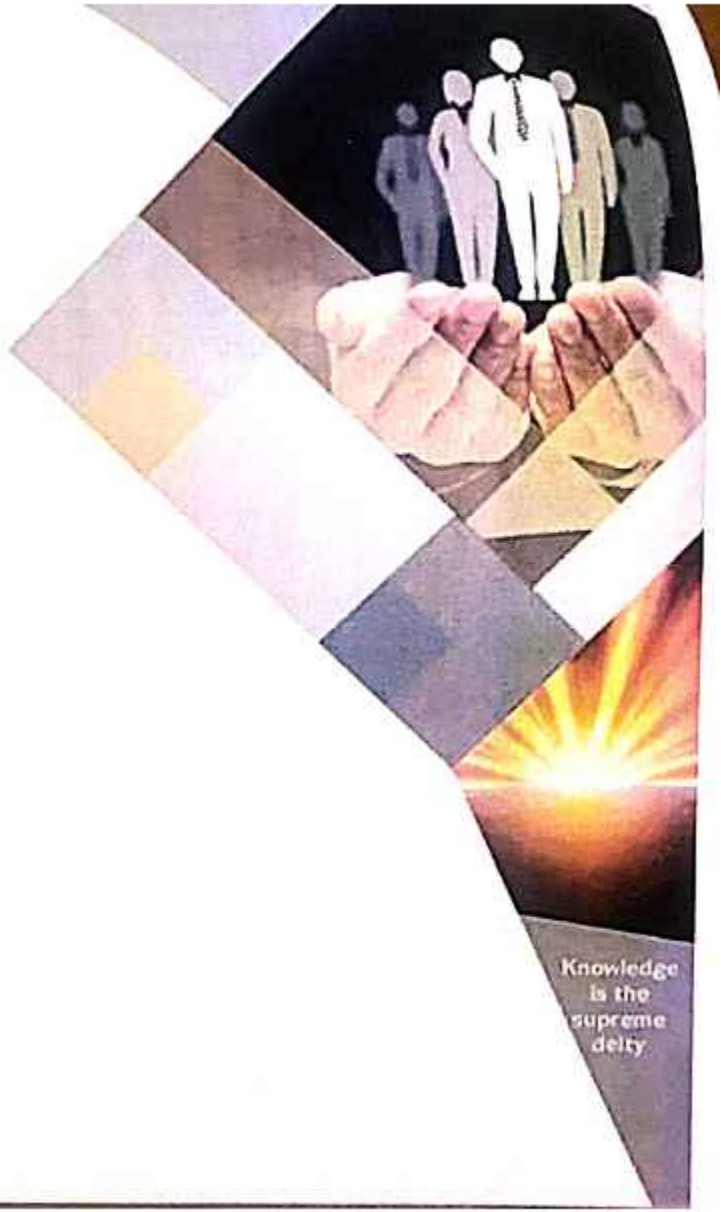
2.

EXAMINERS

CADD ZONE
YOUR OWN DESIGN STUDIO

EDUCATION & TRAINING DIVISION

Certificate of Completion



This is to certify that **Mr. / Ms** **MOHAMMED SULAIMON. A.K**

has successfully completed the course in **REVIT ARCHITECTURE**

of **TWO MONTHS** duration on this the **10th** day of **November 2022**

with Grade **A +** from **Trichy** Centre

Swathy

Centre - in - Charge

N. Santharam

Head
EDUCATION & TRAINING

Classification of Grade		
Marks (%)	Grade	Interpretation
80 - 100	A +	Excellent
70 - 79	A	Very Good
60 - 69	B +	Good
50 - 59	B	Fair

07-12-2022
Date of Issuance

SARANATHAN COLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPALLI – 620 012
(AFFILIATED TO ANNA UNIVERSITY)

Name : C.T. BOLAI ARAVIND
Reg.No. : 813819103032
Sem. / Branch : VIII/BE
Sub.Code / Subject : CE8712 – INDUSTRIAL TRAINING

Bonafide record of the work done
in the Laboratory during the period,
JUNE2022 *to* NOV2022

Head of the Department

Lecturer – in – charge

Date:

Submitted for the Practical Examinations held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 25.1.2023

1.

2.

EXAMINERS

INFRACARE
UCTURAL RETROFITTING & REHABILITATION SPECIALIST
ct : 94431 74368, 99430 44775

Prop.Er. P. RAJARAJAN
GST : 33 AETPR 3628E 1ZA
PAN : AETPR 3628 E
No.35, 1st Cross Ramalinga Nagar South,
Vayalur Road, Trichy -17

DATE : 14.08.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Solai Aravind.C.T of Saranathan college of engineering, Trichy has completed his internship in role of repairing and rehabilitation at INFRACARE - A STRUCTURAL RETROFITTING & REHABILITATION SPECIALIST. The internship start date was 6th August 2022 and end date was 14th August 2022.

During this period, Solai Aravind worked in various areas of repairing and rehabilitation focusing on strength of the structures

Solai Aravind shows lot of skills in his work and we found him to be extremely hard-working and very interested. His approach with us was very beneficial and we wish him all the best in the future endeavours.

Sincerely,

By INFRACARE PRIVATE LIMITED

INFRACARE
No.9/28, Shantha Sheela Nagar,
Geetha Nagar Bus Stop,
Vayalur Road, Trichy-17.
Ph: 94431 74368

Authorised signatory

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : R.AISHWARYA

Reg No : 813820103001

Semester / Branch : B.E. CIVIL ENGINEERING / 5

Subject Code : CE8513

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.01.23

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : ANTONY C.J

Reg No : 813820103002

Semester / Branch : V / B.E CIVIL ENGINEERING

Subject Code : CE8513 Survey camp lab

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24/01/2023

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : Antony Aldrin

Reg No : 813820103003

Semester / Branch : 5 / Civil

Subject Code : CE8513

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24/01/2023

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : R. ARANGIARAJAN

Reg No : 813820103005

Semester / Branch : 05 / CIVIL ENGINEERING

Subject Code : GE8513 - Survey camp

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.01.2023

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : K.DHANUSH

Reg No : 813820103006

Semester / Branch : V / CIVIL

Subject Code : CE8513 Survey Lamp

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24/01/2023

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : ..... BAKKIYA.E .....

Reg No : ..... 813820103007 .....

Semester / Branch : ..... V / CIVIL .....

Subject Code : ...CE8513 - ... SURVEY ... CAMP .....

Bonafide record of the work done in the Laboratory during the period

AUG 2022 *to* NOV 2022

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on .....24.01.23.....

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : R.GOKUL

Reg No : 8138201030008

Semester / Branch : V/Civil Engineering

Subject Code : CE8513

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.01.2023

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : GOWTHAM.R

Reg No : 8138.2019.3009

Semester / Branch : B.E: Civil Engineering (V)

Subject Code : CE8513

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24/01/23

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : M. Kamaleshwaran

Reg No : 813820103010

Semester / Branch : 05 / Civil Engineering

Subject Code : CE851 - 3 Survey camp

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.01.2023

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : R. KANIHA

Reg No : 81382010301

Semester / Branch : 05 / CIVIL ENGINEERING

Subject Code : CE8513 – SURVEY CAMP

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.1.23

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : ....KISHOR.A.R.....

Reg No : ....813820103012.....

Semester / Branch : ..03/.CIVIL..ENGINEERING.....

Subject Code : CE8313 - SURVEY...CAMP.....

Bonafide record of the work done in the Laboratory during the period

AUG 2022 to NOV 2022

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on ....24/1/23.....

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : S. Magesh

Reg No : 813820103013

Semester / Branch : V / Civil Engineering

Subject Code : CE8513 – Survey Camp

Bonafide record of the work done in the Laboratory during the period

AUG 2022 to NOV 2022

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on ....24.1.23.....

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : A.NANTHESWARAN

Reg No : 813820103014

Semester / Branch : V / CIVIL

Subject Code : CE8513 - SURVEY CAMP

Bonafide record of the work done in the Laboratory during the period

AUG 2022 to NOV 2022

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21-01-2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24/1/23

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : PREETHI.J

Reg No : 813820103015

Semester / Branch : V / CIVIL

Subject Code : CE8513 - SURVEY CAMP LAB

Bonafide record of the work done in the Laboratory during the period

2022 to 2022

Head of the department **Staff in charge**

Date: 21.01.2023 **Date:** 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.1.23

24/01/2023

Internal Examiner **External Examiner**

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : A. RAGHUL

Reg No : 8138.20103016

Semester / Branch : V / CIVIL ENGINEERING

Subject Code : CE8513 – Survey camp

Bonafide record of the work done in the Laboratory during the period

Aug 2022 to Nov 2022

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.1.23

24/01/2023

Internal Examiner

29/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : RAJA. A

Reg No : 813820103017

Semester / Branch : V / Civil Engineering

Subject Code : CE8513

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.1.23

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : S. SANCHAYAN

Reg No : 813820103018

Semester / Branch : V / CIVIL ENGINEERING

Subject Code : CE8513 - SURVEY CAMP

Bonafide record of the work done in the Laboratory during the period

AUG 2022 to NOV 2022

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.1.23

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : SARUPRABHA.E

Reg No : 813820103020

Semester / Branch : V / CIVIL

Subject Code : CE8513 - SURVEY CAMP

Bonafide record of the work done in the Laboratory during the period

AUG 2022 to NOV 2022

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on ....24.01.23.....

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : S. SRIVARSAN

Reg No : 813820103022

Semester / Branch : V / CIVIL

Subject Code : CE8513 – SURVEY CAMP

Bonafide record of the work done in the Laboratory during the period

AUG 2022 to NOV 2022

Head of the department

Date: 21.1.23

Staff in charge

Date: 21-01-2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24-01-23

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : Suresh. S

Reg No : 813820103023

Semester / Branch : V / Civil

Subject Code : CE8513 - Survey Camp Lab

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.1.23

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24/01/2023

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : N. Gopinathakumaran

Reg No : 813520103024

Semester / Branch : 05 / Civil Engineering

Subject Code : CE8513

Bonafide record of the work done in the Laboratory during the period

Aug 2022 to Dec 2022

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.01.2023

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : V.S.THAVANESHAN

Reg No : 813820103025

Semester / Branch : 05 / CIVIL ENGINEERING

Subject Code : CE8513 - SURVEY CAMP

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.01.2023

24/01/2023

Internal Examiner

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : M. Narendhan

Reg No : 813820103301

Semester / Branch : V / civil

Subject Code : CE8513 - Survey camp

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department **Staff in charge**

Date: 21.01.2023 **Date:** 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.1.23

24/01/2023

Internal Examiner **External Examiner**

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : YUVARAJAN . R

Reg No : 813820103302

Semester / Branch : V / CIVIL

Subject Code : CE8513

Bonafide record of the work done in the Laboratory during the period

2022 to 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24/01/2023

24/01/2023

Internal Examiner

24/1/23

External Examiner

SARANATHANCOLLEGE OF ENGINEERING

PANJAPPUR, TIRUCHIRAPPALLI – 620012.

(AFFILIATED TO THE ANNA UNIVERSITY)

Name : J. PAVITHRA

Reg No : 8138201037.01

Semester / Branch : 05/CIVIL ENGINEERING

Subject Code : CE8513 - SURVEY CAMP

Bonafide record of the work done in the Laboratory during the period

2022 10 2023

Head of the department

Date: 21.01.2023

Staff in charge

Date: 21.01.2023

Submitted for the Practical Examination held at SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI on 24.1.23

24/01/2023

Internal Examiner

External Examiner

SARANATHAN COLLEGE OF ENGINEERING

DEPARTMENT OF CSBS (II YEAR)

INDUSTRIAL VISIT REPORT **DATE: 03.05.2023**

No of days : 27 April (night) to 30 April (Morning) -(Two days)
No. of students : 47
Staff accompanied : Ms. V.R.Sridevi , Mr. R.Mohan Kumar
Industry visited: **Irohub** technologies

A group of students from Trichy embarked on a journey to Kochi on April 27 (Night around 10 pm), 2023. The purpose of the trip was to have a gain valuable insights into the workings of the software development industry through an industry visit at **IROID** technology.

The journey started from Trichy on April 27 at 10 pm. The group traveled by bus and reached Kochi the next day at 10 am after refreshing themselves. The students were excited to explore the city and experience its unique culture.

Day 1 (28.04.23) - Arrival and Refreshment at Kochi.
Visit to Wonderla, Kochi

On April 28, the group visited Wonderla, Kochi, which is one of the most popular amusement parks in India. They had a great time enjoying the thrilling rides and attractions. The park offered a wide range of rides, from high-speed roller coasters to water slides. The students also enjoyed the various food options available at the park.

Day 2 (29.04.23) - Industry Visit at IROID Technology and City Exploration

The following day, on April 29, the group had an industry visit scheduled at **IROID** technology, Kochi at 9 am. **IROID** technology is a software development company that specializes in mobile app development, web design, and digital marketing. The students were excited to learn about the latest technologies used in software development and their application in the industry.

Upon arrival, the students were greeted by the HR department of **IROID** technology. They were then given a brief introduction to the company and its operations. The students were then taken on a tour of the facility, where they got to see the different teams working on various projects.

The students were impressed by the state-of-the-art infrastructure and the work culture of the company. They also got to interact with the employees and ask questions about their work. The visit proved to be very informative and the students gained valuable insights into the workings of the company.

After the industry visit, the group went to Lulu mall at 11 am, which is one of the largest shopping malls in India. The students had a great time exploring the mall and shopping for souvenirs. They also had lunch at 3 pm and enjoyed the delicious local cuisine.

Later in the afternoon, at 4 pm, the group visited Broadway, which is a popular shopping area in Kochi known for its antique shops and street vendors. The students had a great time bargaining for unique items and experiencing the local culture.

In the evening, at 6:30 pm, the group went to the beach to relax and enjoy the beautiful sunset. The students had a great time playing games and taking pictures.

At 8 pm after some time at the beach the return journey to Trichy was embarked, the group reach Trichy at 9am on April 30.

Conclusion

Overall, the trip to Kochi was a great success as the students had a perfect blend of fun, learning experiences, and city exploration. They returned to Trichy with fond memories and a wealth of knowledge about the software development industry. The visit to iroid technology was particularly enlightening, as it gave the students an opportunity to see firsthand how the latest technologies are being used in the industry. The trip was a great learning experience for all the students and they look forward to more such opportunities in the future.

FACULTY SIGNATURE

V.R. SRIDEVI (V.R. 3/5/23)

3/5 [R. MOHAN KUMAR]

3/5/2023

HOD SIGNATURE

ROD

IROHUB
Infotech Pvt. Ltd.

iRH/2023/623

Date :29/04/2023

To whomsoever it may concern

This is to certify that 47 students along with *2* faculty members of the Department of Computer Science and Business Systems (B.Tech Second Year*)*, ***Saranathan College of Engineering,*** *Trichy,* has undergone the industrial visit on 29/04/2023 at ***iROHUB INFOTECH***, Cochin as per the company norms and regulations. During the visit the domains such as Python, PHP and Android Development details were covered.

For ***iROHUB INFOTECH***

Amala P M

Hr Manager

iROHUB INFOTECH PVT. LTD. COCHIN-25 PALARIVATTOM

SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPPALLI

DEPARTMENT OF COMPUTER SCIENCE AND BUSINESS SYSTEMS

STUDENTS LIST WITH CONTACT DETAILS

S.No	Batch No	Name	M/F	Dayscholar / Hostel	NM	Phone No	Father Phone No	Mother Phone No
1	249001	AAKASH. A [14-NOV-03]	M	Dayscholar	NwEss	6374059131	9629198392	9597317401
2	249002	AARTHY. T [10-MAY-04]	F	Dayscholar	NwEss	9344118963	9443553162	9486501852
3	249003	ABDUR RAHMAN ASHIK. A [15-AUG-03]	M	Dayscholar	NwEss	7550307907	9443917310	9791826231
4	249004	ABINAYA. M [23-JUN-04]	F	Hostel	NwEss	8608334248	9943098761	9976871412
5	249005	ADHESH. J [18-AUG-03]	M	Dayscholar	DM	6369413015	8962990235	8110053235
6	249008	ARIKARAN. K [11-MAR-04]	M	Hostel	NwEss	9360060520	9965956939	8833028471
7	249009	ARULNITHI. A [30-MAR-04]	M	Hostel	NwEss	9345552005	7010330425	8124080139
8	249010	ARUN. J [15-JUN-04]	M	Dayscholar	AIML	8754217152	8220552726	8220552726
9	249011	ATHISH VARSHEN. N [11-JAN-03]	M	Dayscholar	AIML	9585596235	9524069676	9524069675
10	249012	AYSHWARYA. S [26-NOV-03]	F	Dayscholar	NwEss	8825792719	9597089838	6380774551
11	249013	BHARATH KANNAN. R [21-JAN-04]	M	Dayscholar	NwEss	9894046079	9443346079	9043990379
12	249014	BOWTHRIYA. S [25-AUG-03]	F	Dayscholar	NwEss	9894818285	9443808266	9443641748
13	249015	BRINDHA. M [30-OCT-03]	F	Dayscholar	NwEss	9789980487	9842854152	9750281143
14	249017	DEEPIKA. S [12-FEB-04]	F	Dayscholar	NwEss	9095052074	8760408970	9385349267
15	249019	FARGANA BEGUM. A [08-OCT-03]	F	Dayscholar	NwEss	9384249966	9842455409	9842469116
16	249020	GIRIVASAN. A B [02-AUG-04]	M	Dayscholar	NwEss	8015437369	7904788570	9952880095
17	249021	GOKUL RAJ. V [22-OCT-03]	M	Dayscholar	DM	8610764226	9943209971	6380223600
18	249022	GOWSALYA. P [26-DEC-03]	F	Hostel	NwEss	7904310436	9345128361	8098133298
19	249023	GURU RATCHITHA. S [19-AUG-04]	F	Hostel	AIML	8870855175	9865655343	9789185344
20	249024	HARI PRASATH. M [23-MAY-04]	M	Dayscholar	NwEss	7695971727	7397594975	9788760943
21	249025	HARICHARAN. T [30-MAR-04]	M	Dayscholar	NwEss	9080792530	9486109924	9443520431
22	249027	HARSHINI. S [14-NOV-03]	F	Hostel	NwEss	7708878946	9488378877	9444853767
23	249029	JAIAKASH. K [11-MAY-04]	M	Hostel	NwEss	8122387874	9345271363	6381219840
24	249030	JANANI. K M [05-DEC-03]	F	Hostel	NwEss	7708006432	9047215300	8300886595
25	249031	KIRUTHIKA SHREE. B [02-AUG-04]	F	Dayscholar	NwEss	8807470291	9789271403	9500333998
26	249032	MADHINI. K [20-DEC-03]	F	Dayscholar	NwEss	9245266938	9245276989	9245276989
27	249033	MANIKANDAN. S [17-MAR-04]	M	Dayscholar	NwEss	9677586160	9080314286	9578566175

SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPPALLI

DEPARTMENT OF COMPUTER SCIENCE AND BUSINESS SYSTEMS

STUDENTS LIST WITH CONTACT DETAILS

S.No	Batch No	Name	M/F	Dayscholar / Hostel	NM	Phone No	Father Phone No	Mother Phone No
28	249035	MOHAMED SAMEER. S [24-MAR-04]	M	Dayscholar	NwEss	9345566212	9865601886	7558191117
29	249037	MOHAMMED YASEEN. S [29-JAN-04]	M	Dayscholar	~~NwEss~~ BCD	9361699113	9788788828	8870024429
30	249038	MONISHA. N [21-OCT-03]	F	Dayscholar	NwEss	8438797781	9952306339	9715635001
31	249039	MUKILAN. K B [02-SEP-03]	M	Dayscholar	NwEss	7598014660	9498158025	7598014655
32	249040	MURUGANANDAM. P [29-JUL-03]	M	Dayscholar	BCD	9384289229		9944915460
33	249041	NARENDRAN. S P [02-SEP-03]	M	Dayscholar	NwEss	9080594470	9443479199, 9360668607	9487366792
34	~~249042~~	~~NEVIN RICHARD AUSTIN. S [22-OCT-03]~~	~~M~~	~~Dayscholar~~	~~NwEss~~			
35	249044	PIERRS. I K [26-NOV-03]	M	Dayscholar	NwEss	6381856491	9842169A0	9442739249
36	249046	PRINCE GAUTHAM. V [06-JUN-03]	M	Dayscholar	AIML	9003556798	9443499142	7598129189
37	249047	RAHUL. R [21-MAR-04]	M	Hostel	NwEss	8248974537	9442682628	9626908013
38	249048	RAJESHWARAN. M [24-JUL-04]	M	Dayscholar	BCD	9655072362	9865172362	9488972010
39	~~249050~~	~~REETHIKA. S [18-SEP-03]~~	~~F~~	~~Dayscholar~~	~~NwEss~~			
40	249051	REVAN JOSH. J [16-SEP-03]	M	Dayscholar	NwEss	TA02509949	9894678901	9894750802
41	249053	SHAM. S [17-DEC-03]	M	Dayscholar	NwEss	8667282982	8056316006	7667693175
42	249054	SHOBANA DEVI. S [11-SEP-03]	F	Dayscholar	NwEss	9385879390	9443303600	6374625658
43	249056	SOORYA. S [07-FEB-04]	M	Hostel	AIML	9342573584	7010678727	877816 7538
44	249057	SRIRAM. G K [23-FEB-04]	M	Hostel	NwEss	8248470689	9865445994	7845697132
45	249059	SURIYANARAYANAN. G [16-JAN-04]	M	Dayscholar	NwEss	9342049238	8220 121922	8870197796
46	249061	VISHWA. M [01-SEP-03]	M	Dayscholar	NwEss	8825733911	9942067066	9842327222
47	249062	YUVADHARSHINI. V [25-AUG-04]	F	Hostel	NwEss	7548883246	9994764545	6379144346
48	249063	KARTHICK. K [28-AUG-04]	M	Dayscholar	NwEss	7708983220	9345259639	6381288165
49	249064	AARON. J [02-APR-03]	M	Dayscholar	DM	6374154550	9842055166	9976161946

SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPPALLI

DEPARTMENT OF COMPUTER SCIENCE AND BUSINESS SYSTEMS

STUDENTS LIST WITH CONTACT DETAILS

S.No	Batch No	Name	M/F	Day scholar / Hostel	Mail Id	Phone No	Father Phone No	Mother Phone No
1	[illegible]	[illegible]	M	Day scholar	[illegible]	6374405431	9843478292	9597317401
2	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	9443189681	9443553153	9486601652
3	[illegible]	[illegible]	M	[illegible]	[illegible]	7550387887	9443977310	9791826231
4	[illegible]	[illegible]	F	Hostel	[illegible]	8608134348	9743798761	9176861472
5	[illegible]	[illegible]	M	Day scholar	[illegible]	6369418015	9633903235	8110058265
6	[illegible]	[illegible]	M	Hostel	[illegible]	9560065510	7865958939	8870308451
7	[illegible]	[illegible]	M	Hostel	[illegible]	9345553005	7010530453	8940801459
8	[illegible]	[illegible]	M	Day scholar	AIML	8754211E02	8220552726	8220552726
9	[illegible]	[illegible]	M	Day scholar	AIML	9585596285	9524069616	9524069615
10	249013	[illegible]	F	Day scholar	NwEss	8825792719	9847089838	6380774851
11	249015	[illegible]	M	Day scholar	NwEss	9841046079	9443346079	9043990379
12	249016	[illegible]	F	Day scholar	NwEss	9894818285	9443803266	9443641748
13	249017	[illegible]	F	Day scholar	NwEss	9789980487	9842854152	9750281143
14	249017	[illegible]	F	Day scholar	NwEss	9095052074	8760408970	9385349267
15	249018	[illegible]	F	Day scholar	NwEss	9384249966	9842455409	9842489116
16	249020	[illegible]	M	Day scholar	NwEss	8015437369	7904788570	9952880095
17	249021	[illegible]	M	Day scholar	DH	8610164226	9940209971	8380223600
18	249022	[illegible]	F	Hostel	NwEss	7904810436	9345128361	8098133298
19	249023	[illegible]	F	Hostel	AIML	8870855175	9865655343	9789135344
20	249024	[illegible]	M	Day scholar	NwEss	7645971727	7397594975	9788760943
21	249025	[illegible]	M	Day scholar	NwEss	9080792530	9486109924	9443520431
22	249027	[illegible]	F	Hostel	NwEss	7708878946	9488378877	9444853767
23	249028	[illegible]	M	Hostel	CyCss	8122387874	9345271363	6381219840
24	249030	[illegible]	F	Hostel	NwEss	7708006432	9047215300	8300886595
25	249031	[illegible]	F	Day scholar	NwEss	8807470291	9789271103	9500333998
26	249032	[illegible]	F	Day scholar	NwEss	9245266938	9245276989	9245276989
27	249033	[illegible]	M	Day scholar	NwEss	9677586160	9080314286	9578564175

SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPPALLI

DEPARTMENT OF COMPUTER SCIENCE AND BUSINESS SYSTEMS

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28	249035	MOHAMED SAMEER. S [24-MAR-04]	M	Dayscholar	NwEss	9345566212	9865601886	7558191117
29	249037	MOHAMMED YASEEN. S [29-JAN-04]	M	Dayscholar	BCD ~~NwEss~~	9361099113	9788788828	8870024429
30	249038	MONISHA. N [21-OCT-03]	F	Dayscholar	NwEss	8438797781	9952306339	9715635001
31	249039	MUKILAN. K B [02-SEP-03]	M	Dayscholar	NwEss	7598014660	9498158025	7598014655
32	249040	MURUGANANDAM. P [29-JUL-03]	M	Dayscholar	BCD	9384289229		9944915460
33	249041	NARENDRAN. S P [02-SEP-03]	M	Dayscholar	NwEss	9080594470	9443479199, 9360668607	9487366792
34	249043	NEVIN RICHARD AUSTIN. S [27-OCT-03]	M	Dayscholar	NwEss			
35	249044	PIERRS. I K [26-NOV-03]	M	Dayscholar	NwEss	6381856491	9842169910	9442739249
36	249046	PRINCE GAUTHAM. V [06-JUN-03]	M	Dayscholar	AIML	9003556798	9443499142	7598129189
37	249047	RAHUL. R [21-MAR-04]	M	Hostel	NwEss	8248974533	9442682628	9626908013
38	249048	RAJESHWARAN. M [24-JUL-04]	M	Dayscholar	BCD	9655072362	9865172362	9488972010
39	249050	REETHIKA. S [18-SEP-03]	F	Dayscholar	NwEss			
40	249051	REVAN JOSH. J [16-SEP-03]	M	Dayscholar	NwEss	7402509949	9894678901	9894750802
41	249053	SHAM. S [17-DEC-03]	M	Dayscholar	NwEss	8667282982	8056316006	7667693175
42	249054	SHOBANA DEVI. S [11-SEP-03]	F	Dayscholar	NwEss	9385879390	9443303600	6374625658
43	249056	SOORYA. S [07-FEB-04]	M	Hostel	AIML	9342573284	7010678727	8778161588
44	249057	SRIRAM. G K [23-FEB-04]	M	Hostel	NwEss	8248470689	9865445994	7845697132
45	249059	SURIYANARAYANAN. G [16-JAN-04]	M	Dayscholar	NwEss	9342049233	8220721922	8870197796
46	249061	VISHWA. H [01-SEP-03]	M	Dayscholar	NwEss	8825733911	9942067066	9842327222
47	249062	YUVADHARSHINI. V [25-AUG-04]	F	Hostel	NwEss	7548883246	9994764545	6379144346
48	249063	KARTHICK. K [28-AUG-04]	M	Dayscholar	NwEss	7708983220	9345259639	6381288165
49	249064	AARON. J [02-APR-03]	M	Dayscholar	DM	6374154550	9842055166	9976161946

VIVA - VOCE EXAMINATION

CUSTOMER SEGMENTATION USING UMAP AND HDBSCAN

Submitted by

JEEVANANTHAM T	**813819104036**
JEMIMA BLESSY R	**813819104037**
JESILA FOUMIYA Z	**813819104038**

The Viva-Voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on ...19.-05.-2023

19/05/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

DIABETES PREDICTION SYSTEM USING GRADIENT BOOSTING ENSEMBLE TECHNIQUE

Submitted by

AHMED YAHYA A	**813819104005**
ASWIN VISVESWAR S	**813819104016**
DHIVAKAR B	**813819104026**
NAGARAJ R	**813819104058**

The viva-voce examination of this project work done as a part of B.E Computer Science and Engineering was held on 19/05/2023.....

19/05/2023

INTERNAL EXAMINER

19/5/23

EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

AMP- PARKINSON'S DISEASE PROGRESSION PREDICTION

Submitted by

DHEERAJ PRAKASH S	**813819104025**
MICHAEL JONES J	**813819104054**
MUKESH MANIKANDAN M	**813819104055**
MUTHURAAJ K J	**813819104057**

The viva-voce examination of this project work done as a part of B.E Computer Science and Engineering was held on 19/05/2023

19/5/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

FABRIC FAULT INSPECTION USING CONVOLUTIONAL NEURAL NETWORK

Submitted by

ASHWIN KUMAR JP	**813819104015**
GIRI KARTHICK GR	**813819104028**
HARINIVAS SN	**813819104035**

The viva-voce examination of this project work done as a part of B.E Computer Science and Engineering was held on ..19.05.2023

19/05/2023

INTERNAL EXAMINER

S. Naa 19/5/23

EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

DATA ANALYTICS SYSTEM FOR DIGITAL CURRENCY PRICEPREDICTION USING REGRESSION ALGORITHM

Submitted by

HARSHINI P	**813819104302**
ARCHANA K	**813819104011**
KIRUTHIKA J	**813819104046**
MUTHULAKSHMY P	**813819104056**

The viva-voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on ...19.5.2023...

19/5/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

WEBSITE TRAFFIC FORECASTING USING SARIMA MODEL

Submitted by

BOOPATHI N	**813819104018**
GOKUL K	**813819104029**
JUFIN HASSAN H	**813819104039**

The viva-voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on 19.:.05.:.2023

19/5/2023
INTERNAL EXAMINER

S.N 19/5/23
EXTERNAL EXAMINER

VIVA – VOICE EXAMINATION

RETAIL PRICE PREDICTION USING LINEAR REGRESSION

Submitted by

CHETANAPPRIYA K L	**813819104021**
MAHESWARAN M	**813819104051**
MAYURI K B	**813819104053**
RAJARATNAM KAWSHIKA	**813819104073**

The viva-voice Examination of this project work done as a part of B.E Computer Science and Engineering was held on ..19:05:2023.....

19/05/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINAR

VIVA-VOCE EXAMINATION

PREDICTION OF CORONARY ARTERY DISEASE USING MACHINE LEARNING ALGORITHMS

Submitted by

ABILASH S	**813819104002**
DEEPAK S	**813819104022**
DEEPAKKUMAR G	**813819104023**
KARTHIK T	**813819104042**

The Viva-Voce Examination of this project work done as a part of B.E Computer Science and Engineering was held on 19-05-2023

19/05/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

VOTING SYSTEM USING FACE RECOGNITION AND BLOCKCHAIN TECHNOLOGY

Submitted by

AHAMED JAMALDEEN S	**813819104004**
BALA SARAVANAN C	**813819104017**
BRUNDASHREE R	**813819104019**
MAHESHWARAN P	**813819104050**

The viva-voce examination of this project work done as a part of B.E Computer Science and Engineering was held on 19/5/23

19/5/23
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

DIGITALIZATION OF REAL ESTATE ASSETS USING BLOCKCHAIN

Submitted by

GOWRAV KRISHNA V	813819104030
HARIHARAN A T	813819104034
KARTHIKEYAN S	813819104043
KOUSIC A	813819104047

The viva-voce examination of this project work done as a part of B.E Computer Science and Engineering was held on

19-05-2023

19/05/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

LUNG CANCER PREDICTION USING SEQUENTIAL CNN

Submitted by

ARUNA A P	**813819104012**
KEERTHIKA E	**813819104045**
MAHA LAKSHMI P	**813819104049**
MANIMOZHI N	**813818104052**

The viva-voce Examination of this project work done as a part of B.E Computer Science and Engineering was held on ...19.05.2023..

19/05/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

EMOTUNE: REAL-TIME MUSIC RECOMMENDER USING FACIAL EMOTION RECOGNITION

Submitted by

GAYATHRI S	813819104027
KAREESHINI S	813819104040
KARISHMA BEGUM M	813819104041
KAVYA M	813819104044

The viva-voce examination of this project work done as a part of B.E Computer Science and Engineering was held on ...19-05-2023..

19/05/2023
INTERNAL EXAMINER

S. Nagarajan 19/5/23
EXTERNAL EXAMINER

VIVA – VOICE EXAMINATION

MALWARE AND PHISHING URL DETECTION USING MACHINE LEARNING

Submitted by

AISHVARIYAA. BB	**813819104006**
ANUSHREE. A	**813819104010**
GUHAN. S	**813819104031**
NANCY PRICILLA. R	**813819104059**

The viva-voice Examination of this project work done as a part of B.EComputer Science and Engineering was held on

19-05-2023

19/5/23
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINAR

VIVA – VOCE EXAMINATION

CLASSIFICATION OF WHITE BLOOD CELLS USING DEEP LEARNING TECHNIQUES

Submitted by

BRUNDHA S	**813819104020**
DHANALAKSHMI M	**813819104024**
DEEPIKA S	**813819104301**
MANASHI V J	**813819104701**

The viva-voce examination of this project work done as a part of B.E. Computer science and Engineering was held on ...19-05-2023...

19/05/2023

INTERNAL EXAMINER

19/5/23

EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

SECURE PASSWORD GENERATION USING THE MULTI-FACTOR AUTHENTICATION METHOD

Submitted by

ABIRAMI R	**(813819104003)**
AISWARYA S G	**(813819104008)**
ALMAAS T	**(813819104009)**
MADHUMITHA R	**(813819104048)**

The viva-voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on 19.05.2023.....

19/05/2023

INTERNAL EXAMINER

19/5/23

EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

SIGN LANGUAGE RECOGNITION USING CNN

Submitted by

ABDUL MAJEED AHMAR	**813819104001**
PEER IBRAHIM M	
ASHWIN R	**813819104015**
HARESH KRISHNARAJ R	**813819104032**
HARIDHANUSH R	**813819104033**

The Viva-Voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on ..19..05..2023....

19/05/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

YOUTUBE TRANSCRIPT SUMMARIZER

Submitted by

PREETHI PRAKASH	**813819104066**
SHERLIN RETNA R	**813819104091**
SUJA MARSHALIN P	**813819104101**
VAISHNAVI B	**813818104112**

The viva-voce Examination of this project work done as a part of B.E ComputerScience and Engineering was held on 19/05/2023, FN

J. Babula Merlin 19/5/2023.
INTERNAL EXAMINER

J. Bhabaaraj Begum 19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

FINDING MISSING PERSONS USING AI IN VIDEO SURVEILLANCE SYSTEM

Submitted by

NISHANTHI.R	**813819104062**
RHUBIKA.M	**813819104076**
SUSHMITHA.R.S	**813819104106**
THANGAM.A	**813819104109**

The Viva-Voce Examination of this project work done as a part of B.E. Computer Science and Engineering was held on 19/05/2023.

19/5/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

APPLIED BEHAVIOUR ANALYSIS USING COMPUTER VISION

Submitted by

RAGUL K	**813819104071**
ROSHAN AKTHAR S	**813819104078**
VIJAY PAUL RAJ S	**813819104115**
YESHVAANTH A	**813819104119**

The viva-voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on 19.5.2023/FN

INTERNAL EXAMINER

EXTERNALEXAMINER 19/5/23

VIVA - VOCE EXAMINATION

VIRTUAL VOICE ASSISTANT FOR WINDOWS OS

Submitted by

SANOFER FATHIMA. A. R	**813819104084**
SHEIMA LATHA. J	**813819104090**
SHIVAANI. R	**813819104092**

The Viva-Voce Examination of this project work done as a part of B.E. Computer Science and Engineering was held on 19/5/2023.

19/5/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

STOCK MARKET PREDICTION USING MACHINE LEARNING

Submitted by

NITHIN T	**813819104063**
SANTHOSH S	**813819104085**
SOMAKARTHI P	**813819104096**
VISWANATHA SUBRAMANIAN K	**813819104118**

The Viva-Voce Examination of this Project work done as a part of B.E. Computer Science and Engineering was held on 19/5/2023.

19/5/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

AI POWERED FOOD DEMAND FORECASTER

Submitted by

S. RAGASUDHA	**(813819104070)**
A.RAJARAJESHWARI	**(813819104072)**
S. RAMYA	**(813819104075)**
R. SANGEETHA	**(813819104082)**

The viva-voce Examination of this project work done as a part of B.E Computer Science and Engineering is held on ...19/5/2023.....

19/5/2023.

INTERNAL EXAMINER

19/5/23

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

MOVIE RECOMMENDATION SYSTEM USING MACHINE LEARNING TECHNIQUES

Submitted by

SUBASHREE H	**813819104100**
SUJJIT D S	**813819104103**
THIRUMAALCHELVAN R	**813819104110**
VARUN G A	**813819104113**

The viva-voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on 19/5/2023.

19/5/2023.
INTERNAL EXAMINER

19/5/2023
EXTERNAL EXAMINER

VIVA-VOCE EXAMINATION

CAMERA VISION BASED ANIMAL BEAT BACK SYSTEM FOR AGRICULTURE USING MACHINE LEARNING

Submitted by

PRAIMATHI.K	**813819104064**
PRIYADHARSHINI.N.K	**813819104069**
SABARI.P	**813819104079**
SAHANA PARVEEN.M	**813819104080**

The Viva-Voce Examination of this project work done as a part of B.E Computer Science and Engineering was held on 19/5/2023.

J. Babula Nevin 19/5/2023.
INTERNAL EXAMINER

J. Shahanaz Begum 19/5/23.
EXTERNAL EXAMINER

VIVA-VOCE EXAMINATION

HELMET DETECTION WITH NUMBER PLATE RECOGNITION SYSTEM

Submitted by

PRIYADARSHANI S	**813819104067**
SARANYA R S	**813819104086**
SHRI VARDHINI M	**813819104094**
SUJITHA T	**813819104102**

The Viva-Voce Examination of this project work done as a part of B.EComputer Science and Engineering was held on 19.05.2023.

19/5/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

SECURE CREDIT CARD TRANSACTION MODEL BASED ON FACE DETECTION TECHNIQUE

Submitted by

HENRY JONES	**813819104303**
SENTIL KUMARAN J L	**813819104089**
SIVARAM N	**813819104095**
VINNARASAN D	**813819104117**

The viva-voce examination of this project work done as a part of B.E.Computer Science and Engineering was held on 19/5/2023.

19/5/2023
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

AI CHATBOT USING CUSTOM KNOWLEDGE BASE

Submitted by

NANDHINI T	**813819104060**
PRIYADHARSHAN Y	**813819104068**
SRITHY P	**813819104099**
VEERABALA P	**813819104114**

The viva-voce Examination of this project work done as a part of B.E Computer Science and Engineering was held on 19/5/2023.....

19/5/2023
INTERNAL EXAMINER

19/5/23.
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

INTERACTIVE CHATBOT FOR TRANSPORT QUERIES

Submitted by

SANJAY KUMAR S	**813819104083**
SHREE VATHSAN R	**813819104093**
SUNDARAM M	**813819104104**
TAMIL SELVAN P	**813819104108**

The viva-voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on 19/5/2023 .

19/5/2023.
INTERNAL EXAMINER

19/5/23
EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

HANDHELD SMART GADGET FOR BLIND PEOPLE

Submitted by

NIHILA A	**813819104061**
RAKSSHANNA MP	**813819104074**
SAMVARTHINI C	**813819104081**
SUVEDHA M	**813819104107**

The viva-voce Examination of this project work done has a part of B.E Computer Science and Engineering was held on 19/05/2023

19/5/23

EXTERNAL EXAMINER

19/5/2023.

INTERNAL EXAMINER

VIVA - VOCE EXAMINATION

INTRUSION DETECTION ON STREAMED LOG DATA USING CONVOLUTIONAL NEURAL NETWORK

Submitted by

ROHIT M	**813819104077**
SASI KANTH P	**813819104087**
SATHISH KUMAR V	**813819104088**
SUNDARRAJAN S	**813819104105**

The viva-voce examination of this project work done as a part of B.E. Computer Science and Engineering was held on 19/5/2023

D. Babula Neelitha 19/5/2023
INTERNAL EXAMINER

J. Saravana Bepree 19/5/23
EXTERNAL EXAMINER

VIVA-VOICE EXAMINATION

CANCER PREDICTION USING MACHINE LEARNING

Submitted by

PREETHI MAHESWARI. G	**813819104065**
RAMABATHREN. L	**813819104304**
SRIDEVI. J	**813819104097**
THIYAGARAJAN. S	**813819104111**

The Viva-Voce Examination of this Project work done as a part of B.E. Computer Science and Engineering was held on 19/5/2023.

INTERNAL EXAMINER 19/5/2023

EXTERNAL EXAMINER 19/5/23

VIVA-VO CE EXAMINATION

AUTO LAYOUT OF ENGINEERING DRAWING DIMENSION MARKINGS

Submitted by

SRIRAM GANESH P **813819104098**

The Viva-Voce Examination of this project work done as a part of B.E Computer Science and Engineering was held on 19/5/23.

INTERNAL EXAMINER **EXTERNAL EXAMINER**

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 :

cognizant

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.

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

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.

Services, Redefined.

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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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CIN U72900TN2010PTC077255

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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CIN U72900TN2010PTC077255

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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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: _____

cognizant

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

ZENTRON LABS

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

ZENTRON LABS

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.

R. Krishnan

Krishnan R
CEO Founder

Aishwarya P

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.

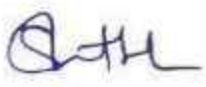
9. **Benefits:** You are eligible for the organization wide benefits like Unlimited Paid Time-Off, Group Medical insurance, BYOD allowance, Flexible benefit components, etc along with statutory compliance like PF.

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

iamneo

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

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.

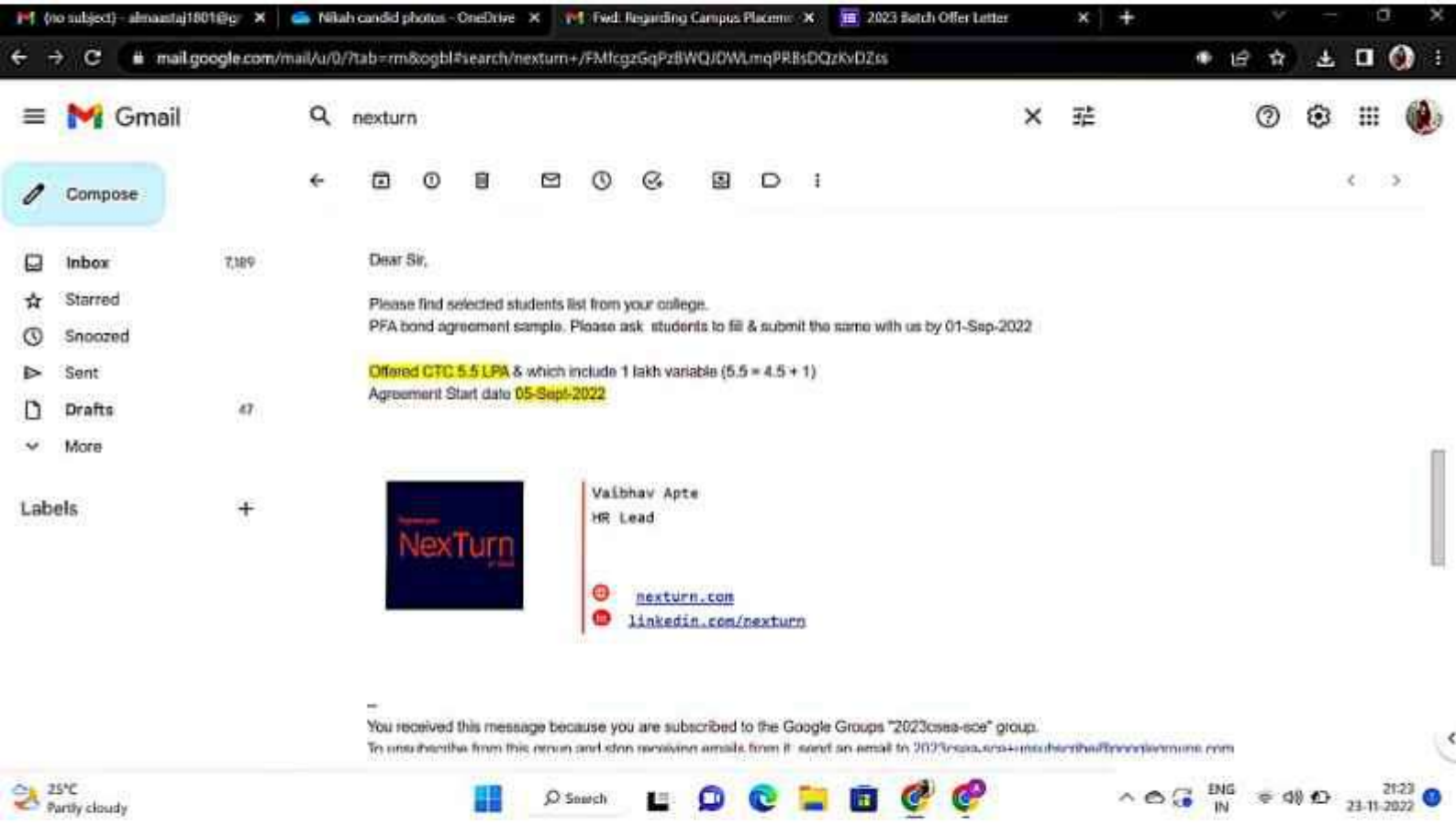
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

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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2023 Batch Offer Letter
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nexturn
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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
NexTurn
Vaibhav Apte
HR Lead
nexturn.com
linkedin.com/nexturn
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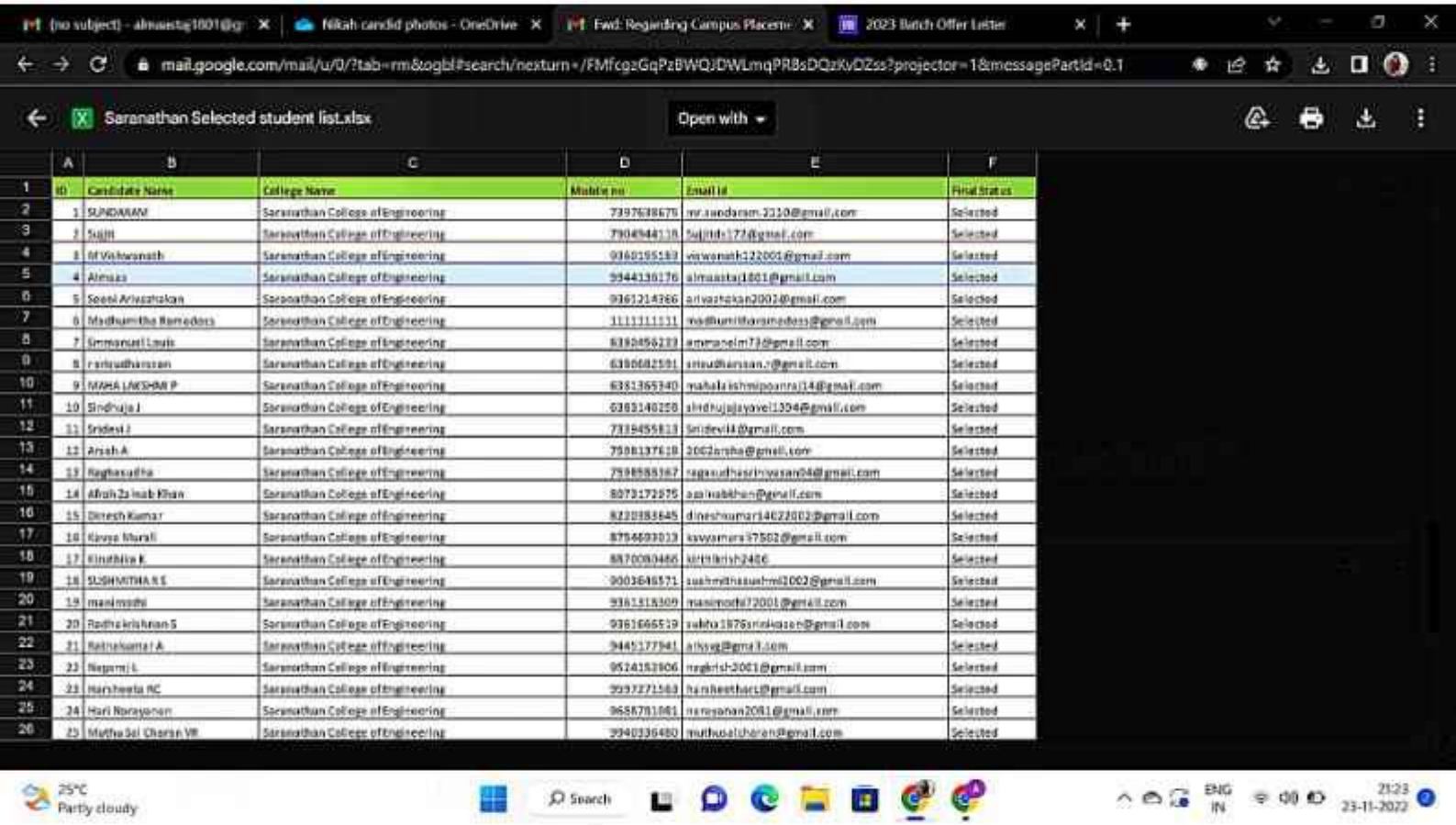

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Saranathan Selected student list.xlsx — Open with

	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.2210@gmail.com	Selected
3	2	Sujith	Saranathan College of Engineering	7904944118	Sujithdc177@gmail.com	Selected
4	3	M Vishwanath	Saranathan College of Engineering	9360195183	viswanath122001@gmail.com	Selected
5	4	Almaas	Saranathan College of Engineering	9944136176	almaastaj1001@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 sriudharssan	Saranathan College of Engineering	6380682591	sriudharssan.r@gmail.com	Selected
10	9	MAHA LAKSHMI P	Saranathan College of Engineering	6381365340	mahalakshmipoonraj14@gmail.com	Selected
11	10	Sindhuja J	Saranathan College of Engineering	6383148258	sindhujajayavel1304@gmail.com	Selected
12	11	Sridevi J	Saranathan College of Engineering	7339455813	Sridevi14@gmail.com	Selected
13	12	Arsah A	Saranathan College of Engineering	7598137618	2002arsha@gmail.com	Selected
14	13	Raghasudha	Saranathan College of Engineering	7598888367	ragasudhasrinivasan04@gmail.com	Selected
15	14	Afrah Zainab Khan	Saranathan College of Engineering	8073172575	aainabkhan@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	Kirubika K	Saranathan College of Engineering	8870080466	kirthikirish2406	Selected
19	18	SUSHMITHA R S	Saranathan College of Engineering	9003648571	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	Rathishanth A	Saranathan College of Engineering	9445177941	athsag@gmail.com	Selected
23	22	Nagaraj L	Saranathan College of Engineering	9524153906	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	9655781081	narayanan2001@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 7F0A4F71434340E...

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
28D2F3BE82DD457...
Authorized Signatory

ACCEPTED AND AGREED:

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

Signature: DocuSigned by:
3C6D5670E5BF490...

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.

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**

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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: **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.

cognizant

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:
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.

cognizant

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.

DocuSigned by:
Amol Dewhare
8772788A83664CC...

Employer's Signature:_____ 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.

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

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.

Services, Redefined.

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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, _____ 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.

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.N. 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. JEBY **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 6500 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

K Kareeshini

brytecam

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

brytecam

Annexure A

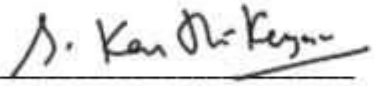
You shall be governed by the following terms and conditions of service during your internship with Brytecam Technologies, and those may be amended from time to time.

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.**

brytecam

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

cognizant

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.

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

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

KINAXIS
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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.

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.

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

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.

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

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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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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.

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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.

DocuSigned by:
Amol Dewhare
8772788A83664CC...

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

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

NexTurn India Private Limited

I-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: madhumithaaramadocs@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

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

cognizant

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

cognizant

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
28D2F3BE82DD457...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 12:16 CEST

Signature: DocuSigned by:
E882723A78684DA...

Name: Michael Jones

Enclosures: Annexure I

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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

GAININSIGHTS
BETTER INSIGHTS, BETTER DECISIONS

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.

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.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: _____

cognizant

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

cognizant

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.

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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

cognizant

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

cognizant

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.

Branch Office:
No 87, Second Cross Street, Sri Raghavendra Garden,
Srirangam Taluk, Tiruchirappalli, Tamilnadu, 620 005.

Corporate Identification No: **U40100TN2010PTC075961**
e-mail ID: **hr-team@zohocorp.com**

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

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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

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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

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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

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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

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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

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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

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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

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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.

Branch Office:
No 87, Second Cross Street, Sri Raghavendra Garden,
Srirangam Taluk, Tiruchirappalli, Tamilnadu, 620 005.

Corporate Identification No: **U40100TN2010PTC075961**
e-mail ID: **hr-team@zohocorp.com**

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

Cognizant

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

kalycito®
creating a difference

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

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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: ____/____/_____

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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.*

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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: 03/10/2022.

C. Samvarthini.

Samvarthini Chandrasekar

Sincerely,

Megan Paterson
Chief Human Resources Officer

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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: 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.

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: C. Samvarthini
Name: Samvarthini Chandrasekar

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**	

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;

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- 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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+91 44 4910 2200
CIN U72900TN2010PTC077255

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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185, Third Main Road, Natesa Nagar
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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: AR

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

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Services Redefined.

Registered Office
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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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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

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.

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, 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: 98656AADB56A445...

Name: Sheima Latha

Enclosures: Annexure I

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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:
B2122CC4D7CE446...

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.

cognizant

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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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
28D2F3BE82DD457...
Authorized Signatory

ACCEPTED AND AGREED:

Date: 18-Aug-2022 | 16:03 CEST

Signature: DocuSigned by:
B39DB45503C1435...

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.

Cognizant

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, Prashanth Enclave, Kondapur, Hyderabad - 500019, India
Mail ID: info@nexturn.com
Phone: +91 7995613231

Date: - 07-September-2022

To,
Mr./Ms. J SRIDEVI

Saranathan College of Engineering
Trichy - 620012
Mobile No.: 7339455813

e - mail: Sridevij@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 "II" 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,

J Sridevi

Bhaskar Vadlamani
Founder, COO & MD India

Signature & Name

ZENTRON LABS

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

ZENTRON LABS

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.

R. Krishnan

Krishnan R
Founder CEO

P. Sriramganesh.

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.

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

cognizant

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

--
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.

SARAMAIL

Mr. Barani Vijaya Kumar CSE Depart <barani-cse@saranathan.ac.in>

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.

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

cognizant

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.

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

cognizant

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.

Branch Office:
No 87, Second Cross Street, Sri Raghavendra Garden,
Srirangam Taluk, Tiruchirappalli, Tamilnadu, 620 005.

Corporate Identification No: **U40100TN2010PTC075961**
e-mail ID: **hr-team@zohocorp.com**

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 :	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.

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

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trictly Private & Confidential

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.

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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: 2023.08.30 15:35:15 IST
Authorized Signatory 2

I have read and agree to the terms and conditions of this Agreement.

.....
Manashi V.J

VIVA - VOCE EXAMINATION

COLLEGE BUS TRACKING SYSTEM

Submitted by

APARNA D R	**813820104012**
AFREEN A	**813820104005**
DEVASANA K	**813820104022**
DHARANI M	**813820104024**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 3-6-23.

3/6/23

INTERNAL EXAMINER

2/6/2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

AUTHENTICATION SYSTEM FOR VISUALLY IMPAIRED USING MORSE CODE AND OCR

Submitted by

MALATHY M	**813820104059**
MAGIMA V M	**813820104057**
LEKSHMI PPRABHA B S	**813820104054**
MADHUVANTHI K	**813820104056**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03.06.2023.

3/6/23

INTERNAL EXAMINER

3/6/2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

DETECTION OF STRESS IN IT EMPLOYEES

Submitted by

ALMASDIVAN K	**813820104008**
FELICIA A	**813820104028**
LAVANYA M	**813820104053**
SIVAGAMI S	**813820104306**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03/06/23.

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

PROPERTY PRICE PREDICTION PROJECT

Submitted by

Abbhinov BR	**813820104002**
Giridhar B	**813820104029**
Jeeva Suriya S	**813820104042**
Kavin P	**813820104046**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 3-6-23.

6/23

INTERNAL EXAMINER

2-6-2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

MOOD THREADS – A PERENNIAL FASHION RECOMMENDATION SYSTEM

Submitted by

HARISH R	**813820104037**
JASWANTH R	**813820104040**
THRIKSHA V	**813820104307**
GURU PRAMODH R	**813820104034**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03.06.2023 [AN].

3/6/23

INTERNAL EXAMINER

3/6/2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

SENTIMENT ANALYSIS FOR HOTEL REVIEWS

Submitted by

BHARATHIRAJA	**813820104017**
ALAN JAMEY M	**813820104007**
KALAI SELVAN K	**813820104043**
MAHESH KUMAR R	**813820104058**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03.06.2023

3/6/23

INTERNAL EXAMINER

3/6/2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

FINDING MISSING PERSON USING AI

Submitted by

KAVIYAPRIYA M	**813820104047**
HEMA MALINI R	**813820104038**
JAYAJANANI S	**813820104041**
KAVYA S	**813820104048**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03/06/2023 /AN .

3/6/23

INTERNAL EXAMINER

2/6/2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

CHRONIC KIDNEY DISORDER PREDICTION USING MACHINE LEARNING ALGORITHMS

Submitted by

KEERTHANA.S	**813820104050**
HARINI.K	**813820104035**
HARIPRIYA.N	**813820104036**
KAVERY.S	**813820104045**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03.06.2023.

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

INDIAN STOCK PREDICTION USING LSTM AND BILSTM

Submitted by

ABDUL VAJITH M	**813820104004**
ARUN KUMAR M	**813820104014**
KALAIYARASAN M	**813820104044**
MANOJ BHAVVAN B	**813820104061**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03.06.2023.

3/6/23

INTERNAL EXAMINER

3/6/2023.

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

BUILDING A SOCIAL MEDIA PLATFORM

Submitted by

DEVARANI S	**813820104021**
DHIVYA DHARSHINI P	**813820104027**
INDUMATHI S	**813820104039**
KIRUTHIKA K	**813820104051**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 3/6/2023.

3/6/23

INTERNAL EXAMINER

3/6/2023

EXTERNAL EXAMINER

ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report **"FRAUD DETECTION IN FINANCIAL TRANSACTIONS"** is the bonafide work of

GOKULA VADHANA S	**813820104031**
KAVYA S	**813820104049**
ANUSUYA T	**813820104010**
GUNA NANDHINI S	**813820104033**

who carried out the Mini-project work under my supervision.

SIGNATURE

Dr. V Punitha, M.E., Ph.D.
HEAD OF THE DEPARTMENT
PROFESSOR
Computer Science and Engineering,
Saranathan College of Engineering,
Panjapur,
Tiruchirapalli-620 012

SIGNATURE

Dr.R Senthamil Selvi,M.E,Ph.D.
SUPERVISOR
ASSOCIATE PROFESSOR
Computer Science and Engineering,
Saranathan College of Engineering,
Panjapur,
Tiruchirapalli-620 012

VIVA - VOCE EXAMINATION

AI Powered Chess Game

Submitted by

AADHITHYAN S P	**813820104001**
ABDUL HAFEEZ AHMED	**813820104003**
ASHIQ MOHAMMED R	**813820104015**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 2.6.23.

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

FAIR PRICE MONTORING SYSTEM

Submitted by

MANO S	**813820104060**
LOGESH R	**813820104055**
DHINESH KUMAR S	**813820104026**
GUHAN M	**813820104032**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03/06/2023.

3/6/23

INTERNAL EXAMINER

3/6/2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

ASSISTING GENERAL PUBLIC IN GOVERNMENT HOSPITALS USING BOT

Submitted by

APARNA GAYATHRI N	**813820104011**
ANANDA DHARSHINEE M.S	**813820104009**
BHAVYA SRII A	**813820104018**
DHEEPIKA R	**813820104025**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03.06.2023 [FN].

3/6/23

INTERNAL EXAMINER

3/6/23

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

IDIOM SENSE – FINDING FIGURATIVE MEANING OF IDIOMS USING NLP TECHNIQUES

Submitted by

GLADSON RENNIS S	**813820104030**
BHARATH S	**813820104016**
BOOMESWAR A	**813820104019**
CYRIL LIVIYAN L	**813820104020**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03/06/2023.

3/6/23

INTERNAL EXAMINER

3/6/2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

SENTIMENT ANALYSIS FOR SOCIAL MEDIA

Submitted by

DHANUSH M	**813820104023**
ARUN PRASAD S	**813820104014**
AJAY S	**813820104006**
SANDEEP M	**813820104305**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03/06/2023 .

3/6/23

INTERNAL EXAMINER

2/6/2023

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

OBJECT DETECTION SYSTEM FOR BLIND PEOPLE

Submitted by

MARTHINI SV	**813820104062**
POOJA G	**813820104081**
SUSMITHA T	**813820104110**
VARSHA SREE K	**813820104115**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03-06-23 (FN)

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

"DIGITAL MEDICAL HEALTH CAMPS"

Submitted by

SANJAI P	**813820104092**
MOHAMED ASHIK A	**813820104063**
MOHAMED IBRAHIM R	**813820104064**
RAAJESH I	**813820104088**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03/06/2023

8/6/23

INTERNAL EXAMINER

3/6/23

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

TRAFFIC SIGN RECOGNITION SYSTEM

Submitted by

PREETHI G	813820104086
MOHANA S	813820104066
NEHA R K	813820104071
PRASHANTIKA S	813820104085

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03/06/2023

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

PHOTOGRAPHY COMMUNITY – SHUTTER NETWORK

Submitted by

VISHNURAM K	813820104118
SRIVATHSAN S	813820104106
SHANMUGAPRIYAN P	813820104097
NAVAB SHERIFF J	813820104070

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 3/6/23

3/6/23

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA-VOCEEXAMINATION

PROJECT TITLE

Submittedby

SHINY ALOYSIA A	813820104098
POOJA TANAJI MALI	813820104082
MONIKA S	813820104067
NIVATHAA G	813820104077

The Viva-Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03-06-2023.

INTERNALEXAMINER

EXTERNALEXAMINER

VIVA - VOCE EXAMINATION

MULTIPLE DISEASE PREDICTION SYSTEM

Submitted by

LOGESH R	**813820104303**
THIRISHA HELEN J	**813820104112**
SHALINI A	**813820104096**
SONALAKSHME S	**813820104103**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Scienceand Engineering was held on 03.06.23

3/6/23

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

PROJECT TITLE

Submitted by

RITHIKA S	**813820104091**
NANDHANA S V	**813820104068**
NOWSHIN FATHIMA M	**813820104078**
HARINI S	**813820104302**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03.06.2023

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA-VOCE EXAMINATION

NETWORK-BASED LIBRARY MANAGEMENT SYSTEM

Submitted by

H.KISHORE KUMAR	**813820104052**
P.NIRMAL	**813820104072**
M.SHABARISH	**813820104094**

The Viva-Voce Examination of this Mini-Project (CS8611) work done as a part of B.E. Computer Science and Engineering was held on 03/06/23

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

STUDENTS' PERFORMANCE PREDICTION SYSTEM

Submitted by

SOWMEYA V	**813820104105**
SHYAM SUNDER S	**813820104100**
VARSHINI N	**813820104116**
VIGNESHWARAN N	**813820104117**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 08-06-2023

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

HANDWRITTEN RECOGNITON SYSTEM

Submitted by

NITHYA.C.S	**813820104074**
SORNAPPRIYA.R	**813820104104**
NITHYA.K	**813820104075**
PALLAVI.M	**813820104079**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03/06/2023

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

PROJECT TITLE

Submitted by

SHALIK AHMED	**813820104095**
THIRUVENKADAM S	**813820104113**
POORVASHA V	**813820104083**
RAJESH KUMAR K	**813820104090**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03/06/23 - AN

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

" WEB PHISHING DETECTION USING MACHINE LEARNINGTECHNIQUES"

Submitted by

SHRUTHI NANDITHA P	**813820104099**
PRASANNA PRIYAN R M	**813820104084**
SYEDA SHERIN S	**813820104111**
PARTHIGA R	**813820104080**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03.06.2023

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA-VOCE EXAMINATION

WEB PLATFORM FOR MIGRANT PEOPLE

Submitted by

ABDUL WASIV H	**813820104301**
SURYA N	**813820104109**
NIVAS T S	**813820104076**
SUBARAJAN A	**813820104107**

The Viva-Voce Examination oft his Mini-Project(CS8611)work done as apart of B.E Computer Scienceand Engineering was held on 3/6/23

INTERNAL EXAMINER 3/6/23

EXTERNAL EXAMINER 3/6/23

VIVA - VOCE EXAMINATION

AUTOMATED SENSING SYSTEM FOR REAL-TIME RECOGNITION OF TRUCKS IN RIVER DREDGING AREAS

Submitted by

SNEHA M	**813820104102**
PRIYA DHARSHINI P	**813820104087**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03-06-2023 / FN

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

PATIENT MONITERING DISEASE DIAGNOSIS SYSTEM USING RANDOM FOREST ALGORITHM

Submitted by

Sanjaykumar SV	**812820104093**
Nithis Kumar P	**813820104073**
Subin Raj P	**813820104108**
Mohamed Nabeel M	**813820104065**

The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 3/6/23

3/6/23

INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA - VOCE EXAMINATION

INDCAL: INDICES CALCULATOR

Submitted by

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NATHAMUNI S R	**813820104069**
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The Viva - Voce Examination of this Mini-Project (CS8611) work done as a part of B.E.Computer Science and Engineering was held on 03.06.2023 / FN

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

COLLEGE CODE : **8138**

COLLEGE NAME : **SARANATHAN COLLEGE OF ENGINEERING**

BRANCH & SEMESTER : **COMPUTER SCIENCE AND ENGINEERING & IV**

NAME OF THE STUDENT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
K.AKSHAYA (813821405002)	PUBLIC HUMAN ASSAULT PREDICTION USING DEEP LEARNING	DR.S.MOHANA, M.E., PH.D., ASSOCIATE PROFESSOR, DEPARTMENT OF CSE

The report of the project work phase II submitted by the above student in partial fulfilment for the award of Master of Engineering degree in Computer Science and Engineering, Anna University, Chennai was confirmed to be the work done by the above and evaluated. Submitted to the viva-voce (phase-II) held on 09/10/2023

10/23

INTERNAL EXAMINER

7/4/23

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH & SEMESTER : COMPUTER SCIENCE AND ENGINEERING & IV

NAME OF THE STUDENT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
PRASHANTHINI.N (813821405003)	A MULTI-CLASSIFIER ENSEMBLE APPROACH TO FAKE NEWS DETECTION	Dr.V.PUNITHA, M.E,Ph.D PROFESSOR AND HEAD, DEPARTMENT OF CSE.

The report of the project work phase II submitted by the above student in partial fulfillment for the award of Master of Engineering degree in computer science and engineering, Anna University, Chennai was confirmed to be the work done by the above and evaluated. Submitted to the viva voce (Phase-II) held on 09.10.2023.

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INTERNAL EXAMINER

EXTERNAL EXAMINER

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COLLEGE CODE : 8138

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BRANCH & SEMESTER : COMPUTER SCIENCE AND ENGINEERING & IV

NAME OF THE STUDENT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
S.Senthurya (813821405004)	AN ENSEMBLE APPROACH FOR THE PREDICTION OF SOC CONSUMPTION IN ELECTRIC VEHICLES	Dr.R.Senthamil selvi, M.E., Ph.D., Associate professor, Department of CSE.

The report of the project work phase II submitted by the above student in partial fulfillment for the award of Master of Engineering degree in Computer Science and Engineering, Anna University, Chennai was confirmed to be the work done by the above and evaluated. Submitted to the viva-voce (phase-II) held on 09-10-2023

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COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH & SEMESTER : COMPUTER SCIENCE AND ENGINEERING & IV

NAME OF THE STUDENT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
B. Sivadharshini (813821405005)	DETECTION OF AUTISMSPECTRUM DISORDER USING DEEP LEARNING	Dr. P. D. Sheba,M.E, Ph.D. Professor, Department of CSE

The report of the project work phase II submitted by the above student in partia fulfillment for the award of Master of Engineering degree in Computer Science ar Engineering, Anna University, Chennai was confirmed to be the work done by t above and evaluated. Submitted to the Viva-Voce Examination (phase-II) held on 09/10/2023.

9/10/23

INTERNAL EXAMINER

9/10/23

EXTERNAL EXAMINER

ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report **"AI-VISUAL EXAMINATION OF THE MANUFACTURING INDUSTRY: TO PREVENT ACCIDENTAL DEATH IN THE WORKPLACE"** is the bonafide work of **"AATHITYAA G R, ARUL JYOTHI A, BALASUBRAMANIAN S , BHARANI KUMAR S"** who carried out the project work under my supervision. Certified further, that to the best of my knowledge the work reported here is, done not from part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

19/12/23

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BONAFIDE CERTIFICATE

Certified that this project report " **AUTOMATED LUNG DISEASE PREDICTION USING XCEPTION CNN FRAMEWORK**" is the bonafide work of "**CRISPIN URSULA CATHERINE.A GAYATHRI.S HARIPRASATH.D JAYA SURYA.P**" who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report titled **"ENHANCING THE ENERGY AND SPECTRAL EFFICIENCY FOR A DOWNLINK CELLULAR NETWORK WITH RANDOMLY DEPLOYED USERS USING SWIPT NOMA"** is the bonafide work of **AFRAH ZAINAB KHAN, K. AKSHAYA, R. SRISUDHARSSAN, K. VAISHNAVI** who carried out the research under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report titled **"ENERGY EFFICIENT ROUTING STRATEGY FOR UNDERWATER DATA COLLECTION"** is the bonafide work of **"Akilaa B (813819106008), Keerthana R (813819106055), Lakshanaa H (813819106059), Madhumitha M (813819106060)"** who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report **"ARMY SOLDIERS HEALTH & WELLNESS OBSERVING SENSORS EMBED SAFEGUARD HELMET USING IOT"** is the bonafide work of **"IMMANUAL V, KAARTHIKEYAN E, KARTHIK B, KEVIN CARLOS JOY J"** who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report **"Visually Impaired People E-mail Communication Using Natural Language Processing"** is the bonafide work of **"DHARSHINI S, FERDINA C, HARSHINI G, JENIFAR SHEEBA A"** who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report titled **"CLOSELY PACKED PATCH ANTENNA ARRAY AND MIMO ANTENNA FOR MILLIMETER WAVE BROADBAND APPLICATIONS"** is the bonafide work of **Ms. AKILA G., Ms. CHARUGOBIKA R D., Ms. HARITHAA S, and Ms. KEERTHIGA R.** who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

19/6/23

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Certified that this project report "**SPEAKING SYSTEM FOR MUTE PEOPLE USING HAND GESTURES**" is the bonafide work of

DHIVYA S	-	**813819106026**
KEDZI JERO KATHRIN P	-	**813819106053**
KEERTHANA I	-	**813819106054**
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BONAFIDE CERTIFICATE

Certified that this project report "**AUTOMATIC PAPER CORRECTION USING NLP AND ML**" is the bonafide work of "**HEMACHANDHAR.N CHARUDESNA.K DHASLIN JENI MONISHA.J**" who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report **"CONDITIONAL BOOSTING FLIP-FLOP FOR LOW POWER APPLICTION USING GDI TECHNIQUE"** is the bonafide work of **"AASHIKAA R MOHAN, DHARSHINI K, HARINI M, SAIRA BANU B"** who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certify that this project report **"A DESIGN OF PIPELINED HALF PRECISION FLOATING POINT ALU"** is the Bonafide work of **"S. BHARATH HARI, K. KAVIYA, S. HARI GANESH, M.P. KAVIYA"** Who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certify that this project report "**DESIGN & IMPLEMENTATION OF FLOWER IMAGE CLASSIFICATION SYSTEM USING MACHINE LEARNING ALGORITHM**" is the Bonafide work "**AARTHI M, DEIVANAI M, HEMAVATHI R, JAYALAKSHMI S**" Who carried out the project work under my supervision.

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S. Hariprasath 19/5/2023

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ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certify that this project report **"ELECTRIC VEHICLES DRIVING RANGE PREDICTION USING KNN ALGORITHM"** is the bonafide work of **"MANOJKUMAR M, NISAGAR S, NITHIN RAJ S, RAJKUMAR M"** who carried out the project work under my supervision.

22/5/23

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BONAFIDE CERTIFICATE

Certified that this project report **"BIRD SOUND RECOGNITION USING AUDIO SIGNAL PROCESSING AND NEURAL NETWORK"** is the bonafide work of **"S. MADUMITHA, P. MEENATCHI, R. SAKTHI NEELAMBARI, M. NANDHINI** who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report **"BRAIN TUMOR DETECTION IN MRI USING DEEP LEARNING"** is the bonafide work of **"MALAVIKA M, NANTHINI N, SANTHIYA R,SNEHA K"** who carried out the project work under my supervision.

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Certified that this project report **"DESIGN AND IMPLEMENTATION OF ADULTERATION DETECTION OF CASSIA IN CINNAMON USING DEEP LEARNING TECHNIQUE"** is the bonafide work of **"MOHAMED MUSARAF.T, SIDDIQ.A, VISWANATH.M, RENGANATHAN.A"** who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report "**DYNAMIC RESIZING OF DIMENSION LABELS IN LABVIEW**" is the bonafide work of "MOHAMED RIYAS A B" who carried out the project work under my supervision.

17/5/23

SIGNATURE,

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Tiruchirappalli – 620012

BONAFIDE CERTIFICATE

Certified that this project report "SOUND BITE HEARING EMBED WITH OCR TECHNIQUES FOR BLIND AND DEAF PEOPLE" is the bonafide work of " AADIL MUHAMED M.S (813819106001), ANTHON A.S.K(813819106083), JEFFREY ALAN A(813819106043), JOHAN KINGSLY M(813819106045) " who carried out the project work under my supervision.

18/12/23

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BONAFIDE CERTIFICATE

rtified that this project report "MULTISPECTRAL IMAGE OCESSING FOR REHEATED COCONUT OIL DETECTION" is the afide work of " NANDHINI S J (813819106069), RENGALAXMI S 3819106083), RITHESWETHA R (813819106085), THRISHA K 3819106113) " who carried out the project work under my supervision.

M. Santhi 15/5/23

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BONAFIDE CERTIFICATE

Certified that this project report **"VEHICLE DETECTION IN HAIRPIN BEND CURVE USING DEEP LEARNING"** is the bonafide work of **"NIVEDHA.R, PUJA SRI.K, RAGAVI.S, SIVETHA.S"** who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report **"INSECT SPECIES DETECTION USING ENSEMBLE LEARNING"** is the bonafide work of **POOJAPRIYADHARSHINI.A (813819106075), PRAVEENA.M (813819106077), SHRUTHI P.S (813819106094), SURIYASRI. S (813819106112)"** who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certify that this project report "**PRIVACY PRESERVING VOTING SCHEME BASED ON FACE RECOGNITION APPROACH**" is the Bonafide work of "**ARUN PRIYARAAJ P.V, HARRISH .M, KAVYA.M, SIVASRI S.M**" who carried out the project work under my supervision.

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Certify that this project report "**DESIGN & IMPLEMENTATION OF FRUITS CLASSIFICATION SYSTEM USING MACHINE LEARNING ALGORITHM**" is the Bonafide work **"AGALYA R, BAUMA RANJITH S, DEEPIKHA R, GOPIMANICKAM R"** Who carried out the project work under my supervision.

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Certified that this project "IMAGE DEHAZING USING HSV COLOUR SPACE" is the bonafide work of "ROSHANA V S, SNEKA M S, SRAVANI SOWMYA SHRI J, VINODHINI V" who carried out the project work under my supervision.

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Certified that this project **"DESIGN OF RECTANGULAR SLOT LOOP ANTENNA FOR X-BAND SATELLITE APPLICATION"** is the bonafide work of **"RAKSHANA S, SARULATHA S, SHERIN BEGUM M "** who carried out the project work under my supervision.

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Certified that this project report **"VLSI DESIGN OF AES CRYPTOPROCESSOR WITH ADVANCED FEATURES FOR DATA CRYPTOGRAPHY"** is the bonafide work of **"SHYAM SUNDAR.B, SRI PRASANNA.J, SUDHARSHAN.S, VISAKAN.M"** who carried out the projectwork under my supervision.

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Certified that this project "**HYBRID BEAMFORMING ARCHITECTURE FOR 5G SYSTEMS**" is the bonafide work of "**SUDHARSHNAN G.S, SIVABALA K, SUDHAKAR S, SRINIVASAN T**" who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report **"A NEURAL NETWORK BASED HAND GESTURE REALIZATION SYSTEM FOR SPEAKING IMPEDIMENT PERSON"** is the bonafide work of **" SUBAPREETHI B, SUBIKSHAA M, SOPHIYA.V, VASUNTHARA.K"** who carried out the project work under my supervision.

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Certified that this project "**DESIGN AND IMPLEMENTATION OF THERMAL IMAGING BASED FRUITS QUALITY DETECTION USING DEEP LEARNING TECHNIQUE**" is the bonafide work of "**YOGESH.S, SANTHOSH KUMAR.M, MANOJ KUMAR.M, UBENDRAN.V**" who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report "**SMART WHEELCHAIR FOR CHRONIC OBSTRUCTIVE PULMONARY DISEASE(COPD) PATIENTS**" is the bonafide work of "**Abirami.R (813819105004), Amirthalakshmi.K (813819105007), Bhavadharini.M (813819105013), Carolin Mary.X (813819105014)** who carried out the project work under my supervision.

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Certified that this project report "**AUTONOMOUS DELIVERY VEHICLE USING RASPBERRY PI AND COMPUTER VISION**" is the bonafide work of "**CHANDRIKA.S, DEVADHARSHINI.S, LAKSHMI.S**" who carried out the project work under my supervision.

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BONAFIDE CERTIFICATE

Certified that this project report "**SINGLE INPUT AND MULTI OUTPUT DC CONVERTER FOR ELECTRICAL VEHICLES**" is the bonafide work of "**AKASH.T, CHANDRU.A, EMMANUEL LOUIS.L**" who carried out the project work under my supervision.

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Certified that this project report **"DEVELOPMENT OF THERMOELECTRIC LUNCH BOX USING PELITIER MODULE POWERED BY BATTERY"** is the bonafide work of "ARAVIND.K, BALAMANIKANDAN.R, AADHITHYA.P.B, HARI NARAYANAN.R" who carried out the project work under my supervision.

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Certified that this project report **"DOUBLE FREQUENCY CASCADED BOOST CONVERTER"** is the bonafide work of **"AARTHI .L , HARINI . K. B, HARISHINI. S, HARITHA . J"** who carried out the project work under my supervision.

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Certified that this project report **"MODIFIED LUO HIGH GAIN DC-DC CONVERTER"** is the bonafide work of **"HARIHARAN.R, HARIKARAN.M, HIRUTHICRAM.C"** who carried out the project work under my supervision.

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Certified that this project report "**FIRE FIGHTING AGV WITH PICK AND PLACE ROBOT**" is the bonafide work of "**AVINAS RM, AZARUDEEN J, KARTHIKEYAN S, RAHUL V**" who carried out the project work under my supervision.

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Certified that this project report **"LINEAR POWER DISTRIBUTION BY D-STATCOM"** is the bonafide work of **"DANUSH PRIYAN RA (813819105017), GOKULNATH R (813819105022),HARI KRISHNAN P (813819105027), MANIRAJ V C (813819105045)"** who carried out the project Work under my supervision.

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Certified that this project report **"VEHICLE TO VEHICLE COMMUNICATION"** is the bonafide work of **"Gayathiri.M (813819105020), Janani.A (813819105035), Karishma.R.S (813819105037) Khavya.K.J (813819105040)** who carried out the project work under my supervision.

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Certified that this project report "**POWER QUALITY IMPROVEMENT USING DVR**" is the bonafide work of "**GAYATHRI.S (813819105021), HARINI.K (813819105029), HESHAVARDHINI.N (813819105033), PANDIESWARI.A (813819105302)**" who carried out the project work under my supervision.

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Certified that this project report **"MULTILEVEL BOOST CONVERTER FED MULTILEVEL INVERTER FOR PV APPLICATIONS"** is the bonafide work of "ANNAMALAI.M(813819105008),GOWTHAM.R(813819105023), KALEESWARAN.B(813819105036),MANOGAR.R(813819105046)" who carried out the project work under my supervision.

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Certified that this project report **"POWER QUALITY IMPROVEMENT IN THREE PHASE SYSTEM USING PV-BESS BASED UPQC"** is the bonafide work of **"NIJITHA I, NIVADITHA M, SWATHY S M, YASHIKA K"** who carried out the project work under my supervision.

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Certified that this project report **"INTERFACE FRAMEWORK TO INTEGRATE WITH INDUSTRIAL PROCESS AUTOMATION FOR IMM"** is the bonafide work of "SREEVATHSAN K" who carried out the project work under my supervision.

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Certified that this project report **"DESIGN AND SIMULATON OF RELIFT POSITIVE OUTPUT LUO CONVERTER"** is the bonafide work of **"SIVAHARI.S, SANJEEV.B, PRAVEENKUMAR.D, SRIRAMAN.E.C"** who carried out the project work under my supervision.

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Certified that this project report "IMPLEMENTATION OF 7-LEVEL REDUCED PART COUNT MULTILEVEL INVERTER" is the bonafide work of "**K.RAHUL(813819105059),M.SRINIVASAN(813819105081), M.SIVASOORIYA(813819105076), A.RAJESH(813819105061)**" who carried out the project work under my supervision.

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Certified that this project report **"WEB SERVER BASED BATTERY MANAGEMENT SYSTEM"** is the bonafide Work of "NAVINKKUMAR.K, SHARAN.N, VIKTHISWARAN.A, SURESHKUMAR.P" who carried out the project work under my supervision.

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Certified that this project report **"ULTRALIFT LUO CONVERTER USING FUZZY LOGIC CONTROLLER"** is the bonafide work of **"SHOBAN NATH.M , VASANTH.R , SAISHAARAN T.S "** Who carried out the project work under my supervision.

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Certified that this project report **"IOT-BASED SMART WATER METER SYSTEM USING RF TRANSCEIVER"** is the bonafide work of **"SHARMILA J (813819105072), SNEKA A (813819105078), VIDHYA DHARANI V (813819105088), VIDHYA D (813819105087)"** who carried out the project work under my supervision

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Certified that this project report **"SMART SOLAR ENERGY MONITOR SYSTEM USING ESP32 CONTROLLER"** is the bonafide work of "SHAMITHA R, SNEHAA A" who carried out the project work under my supervision.

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Certified that this project report "MPPT USING MODIFIED PSO FOR PV SYSTEM UNDER PARTIAL SHADING CONDITION" is the bonafide work of **"S.MOHANA (813819105049), S.NAZEEMA BANU (813819105054), S.SHANMATHI (813819105070), R.SHIVANI (813819105073)"** who carried out the project work under my supervision.

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Certified that this project report **"ENERGY CONSERVATION THROUGH ENERGY AUDIT IN SARANATHAN COLLEGE OF ENGINEERING"** is the bonafide work of **"MUTHU KARUPPAN A, RENGANATHAN R, SURENDRAN P, YUKESH KUMAR T S"** who carried out the project work under my supervision.

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Certified that this project report "**MAXIMUM POWER POINT TRACKER FOR SOLAR CHARGE CONTROLLER**" is the bonafide work of " **MOHAMMED IMRAN . J , MOHANAPRIYAN . R, RIORDAAN AMALA INFANT .D.F.S , SUJEITH .S.K** "who carried out the project work under my supervision.

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Certified that this project report **"AUTOMATED ATTENDANCE ACCESS CONTROL SYSTEM USING FACE RECOGNITION"** is the Bonafide work of **"SAM DANIEL W, SANTHOSH KUMAR S, VIMALESH K,YOGESH N"** who carried out the project work under my supervision.

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Certified that this project report "**SOLAR BASED E-VEHICLE WIRELESS CHARGING**" is the bonafide work of "**MOHAMED JAVITH S, MOHAN RAJ R, RAHUL R, YOGESHWARAN M**" who carried out the project work under my supervision.

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Certified that this project report "**AUTOMATIC PLANT IRRIGATION SYSTEM USING ESP 8266.**" is the bonafide word of "FRANKLIN PATRICK.P, HARIHARAN.G, KISHORE.R, KISHORE KUMAR.R, SARAVANAKUMAR.L" who carried out the project work under my supervision.

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Certified that this project report **"LOW COST POWER QUALITY ANALYZER USING MATLAB CODE GENERATOR FOR ARDUINO"** is the bonafide work of **"PRIYADHARSHINI.S (813820105053), SHEIKHA NASEEMA.N (813820105059), DHANUSHA.K (813820105011), SIVASANKARI.N (813816105061), NIRENJANA.G.M (813820105046)"** who carried out the project work under my supervision.

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Certified that this project report **"AUTOMATIC SOLAR TRACKER USING ARDUINO UNO"** is the bonafide work of "NILOFAR NISHA A (813820105045), NASREEN BANU A (813820105043), HEMADHARSHINI A (813820105027), KALAIVANI S (813820105028), DOYEL THERSITA J (813820105019)" who carried out the project work under my supervision.

SIGNATURE
DR.C.KRISHNAKUMAR,
M.TECH., PH.D.
PROFESSOR AND HEAD
DEPARTMENT OF EEE
SARANATHAN COLLEGE OF ENGINEERING,
TRICHY-620012.

24/5/23

SIGNATURE
DR.S.VIJAYALAKSHMI,
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SUPERVISOR
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ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report "**ROAD POTHOLE DETECTION USING ULTRASONIC SENSOR**" is the bonafide word of "**ANTONI FELIX.A, BHARATH KUMAR.M, DINESH RAJA.S, YOGGIRAJ.J.S, SANTHOSHKUMAR.B** " who carried out the project work under my supervision.

SIGNATURE

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HEAD OF THE DEPARTMENT
Professor
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Tiruchirapalli-620012

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Dr. P Ram Prakash, M.E., Ph.D.
SUPERVISOR
Asst. Professor
Electrical and Electronics Engineering
Saranathan College of Engineering
Tiruchirapalli-620012

ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report **"Smart Helmet Using IOT"** is the bonafide work of **DHARANIDHARAN.M, ARUN KUMAR.V, ABDULRAHMAN.B, VASANTHAPRIYAN.G.C, ASRAF ALI.A** Carried out the project work under my supervision.

SIGNATURE

Dr.C.KRISHNAKUMAR MTech. Ph.D.

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Professor

Department of EEE

Saranathan College of Engineering

TRICHY-620012

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Dr. R.Vijay, M.Tech,Ph.D

SUPERVISOR

Assistant Professor

Department of EEE

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TRICHY - 620012

ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report "**IOT BASED SMART ENERGY METER USING ESP 32.**" Is the bonafide word of "PRATHABAN K, NIVIN VIJOSS R, LOGESHWARAN R, LOGESHWARAN G R, MOHANAKANNAN R" who carried out the project work under my supervision.

SIGNATURE

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Electrical and Electronics Department

Panjapur Trichy–
620012

SIGNATURE

Mr. P RAMESH BABU, M.E.,
SUPERVISOR

Electrical and Electronics Department

Panjapur Trichy–
620012

ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report "**SMART CAR PARKING MONITORING SYSTEM USING IOT**" is the bonafide work of "**AJMEER KHAJA S (813820105004), DHILIP RAJ M P (813820105015), MANIKANDAN R (813820105036), MATHESWARAN P (813820105048), NITHISHWARAN S (813820105048)**" who carried out the project work under my supervision.

s

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SUPERVISOR

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ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report **"IOT BASED SOLAR ENERGY MONITORING SYSTEM "** is the bonafide work of " ABIRAMI D, DHARSHANAA K,NARMADHA D,SHRINA MAGGI J S,SRIDEVI P,SOWMIYA MOTHILAL" who carried out the project work under my supervision.

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SUPERVISOR

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ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report "**Third Eye Vision for Visually-Challenged people.**" Is the bonafide word of "DINESH.P.K(813820105017),GOBINATH.P(813820105022), HARE HARA SUDAN.V(813820105023),LOGA VIGNESH.M(813820105033), PRASANNA KUMAR.A(813820105050)," who carried out the project work under my supervision.

SIGNATURE

Dr.C.KrishnaKumar,M.Tech,Ph.D

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Dr.M.V.Suganyadevi.M.E,Phd

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Panjappur, Trichy-620012

ANNAUNIVERSITY: CHENNAI 600025

BONAFIDE CERTIFICATE

Certified that this project report **"IOT BASED AUTOMATION USING BIDIRECTIONAL COUNTER ."** Is the bonafide word of "RAKKESH S,KARTHIKEYAN S,JACOB MARTIN I,DANIEL WINFRED J,MANSOOR AHAMED S".who carried out the project under my supervision.

SIGNATURE

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SIGNATURE

Mr. S.RAMPRASATH, M.Tech.,
SUPERVISOR

Electrical and Electronics Department
Panjapur Trichy–
620012

ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report **"IOT BASED SMART WATER METER SYSTEM"** is the bonafide work of **"R KAVIYA (813820105030), A R KAVIYA (813820105029), V DHIVYA BHARATHI (813820105016), M GAYATHERI (813820105021), A AARADHANA (813820105001), Z THASLEEMA KAUSER (813820105065)"** who carried out the project work under my supervision

SIGNATURE

Dr.C.KRISHNAKUMAR, M.TECH., Ph.D.
PROFESSOR AND HEAD
DEPARTMENT OF EEE
SARANATHAN COLLEGE OF ENGINEERING, TRICHY – 12

SIGNATURE

Mr.S.RAMPRASATH, M.Tech.,
SUPERVISOR
ASSISSTANT PROFESSOR
DEPARTMENT OF EEE
SARANATHAN COLLEGE OF ENGINEERING, TRICHY - 12

ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report **"PUBLIC WATER QUALITY MONITORING SYSTEM USING IOT."** Is the bonafide word of "NAVINKUMAR S, SANJAY M, SACHITHANANTHAN P, YOGESHWARAN GR, PRAVEENKUMAR S" who carried out the project work under my supervision.

SIGNATURE

Dr. C KRISHNAKUMAR, MTech., Ph.D.
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Trichy–620012

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Dr. M MARIMUTHU, Ph.D.,
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ANNAUNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report **"DESIGN AND DEVELOPMENT OF AGRICULTURAL FERTILIZER SPRAYING DRONE WITH REMOTE CONTROLLER"** is the Bonafide work of **"DHARUN.A (813820105014), HARIHARAN.L (81382020105025), HARISH.M (813820105026), RANGARAJAN.P.S (813820105055), SUMEETH.S (813820105063)"** who carried out the project work under my supervision.

SIGNATURE

Dr.C.KRISHNAKUMAR, MTech., Ph.D

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Mr.R. SATHEESH M.E.,

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Saranathan College of Engineering

Trichy – 620 012

BONAFIDE CERTIFICATE

Certified that this project report **"IOT BASED SMART AGRICULTURE MONITORING USING ESP32"** is the Bonafide work of **"U P ANUSH ARAVIND , R PAUL ROJER , V MOSES MANOHARAN , K NANTHAKUMAR , D SANJAY"** who carried out the project work under my supervision.

SIGNATURE

Dr.C. KRISHNAKUMAR, MTech.,Ph.D.
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SIGNATURE

Mrs.C. PEARLINE KAMALINI, M.E.
SUPERVISOR
ASSISTANT PROFESSOR
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SARANATHAN COLLEGE OF ENGINEERING, TRICHY - 12

KEL

KERALA ELECTRICAL & ALLIED ENGINEERING CO. LTD.

(A GOVERNMENT OF KERALA UNDERTAKING)
MAMALA P.O., KOCHI - 682 305
An ISO 9001-2015 Certified Company

Phone : 0484-2787705 / 07 / 08 / 11
Fax : 91-0484-2787702
E-mail : mamala@kel.co.in
CIN : U31200KL 1964 SGC002062
Website : www.kel.co.in

MPA/61/ 515 /23 **26th April, 2023**

The Principal,
Saranathan College of Engineering,
Tamil Nadu.

Respected Sir,

Sub: **Permission for Industrial Visit – Reg.**

Ref: Your E-mail Dated 26.04.23.

With reference to the above permission is granted for 52 Nos. Electrical & Electronics Engineering Students & 2 faculty members of your college to visit our Factory at Mamala, Kochi on 29.04.2023 from 10.00 am to 11.30 am.

You are requested to remit Rs.2,000/- towards visiting fee and GST @ 18% extra (Rs.360/-).

The students may be directed to observe the rules of the Company regarding safety and conduct inside the factory premises. Photography / Videography is strictly prohibited.

Visit should be completed by 12.00 noon being Saturday is half working day.

Thanking you,

Yours faithfully,
For KERALA ELECTRICAL & ALLIED ENGG.CO.LTD,

MANAGER

Corporate Office
7th Floor, Housing Board Office Complex, Panampilly Nagar, Kochi - 682 036, India
EPABX : 0484-2310012 / 13 / 14, 2318960 / 61, Fax : (0484) 2310015
E-mail : info@kel.co.in Website : www.kel.co.in

SARANATHAN COLLEGE OF ENGINEERING

DEPARTMENT OF EEE

DATE : 28.04.2023

BONAFIDE CERTIFICATE

To,

The Manager In-Charge,

Wonderla Amusement Park ,

Cochin . Kerala.

Sir,

SUB:- Permission for Industrial Visit – Reg.

The second year student of EEE department are interested to come for a one day industrial visit to your industry as a part of their curriculum activities . Totally 51 Students along with 3 staff members are planning to take up the industrial visit. Hence we request you to kindly give us permission on 30.04.2023 to visit your industry. If given an opportunity, it will be a great help for the students to gain more practical knowledge in their subjects. We assure that our students will strictly adhere to the rules and regulations of your firm.

Encl : Name list

Thanking you,

28/4/23

HOD/EEE.

H.O.D. (EEE)
Saranathan College of Engg.
Trichirapalli - 620 012.

SARANATHAN COLLEGE OF ENGINEERING - II YEAR EEE INDUSTRIAL VISIT STUDENTS

S.no	Batchno	Name
1	243001	ABINESH. P
2	243002	ADNAN SHEIK IBRAHIM
3	243003	AJAY. A
4	243004	AKASH RAJ. A
5	243005	ALAGU SRINIVASAR. S
6	243006	AMIRTESH. R
7	243007	AMIRTHA LAKSHMI. P
8	243009	ARIHARAN. S
9	243012	BARATH YOGESH. R K
10	243014	DARTHI MARY. S
11	243015	DEVA ALFRED. S
12	243016	DHASVANTH. S
13	243017	DIVYA. R
14	243019	FAIYAZ AHAMED. M
15	243020	GOKUL. M
16	243021	HARI KARTHIK. K
17	243022	HARIHARAN. B
18	243023	HARIHARAN. M
19	243024	HARIHARASUDHAN. R
20	243025	HARISH. H P
21	243026	IQJAS FATHIMA. I
22	243027	JAISON. R
23	243029	LOKESH KANNAN. N
24	243030	MAFAZ AHAMED. M
25	243031	MAHESHWARAN. P L
26	243032	MARZOOK AHAMED. M
27	243033	MOHAMED FAIZAL. R
28	243034	MOHAMED MAZIN. A
29	243035	MOHAMMED ARSHAD. M
30	243037	NISHA CATHERINE. V

S.no	Batchno	Name
31	243054	SUDHESH MARAN
32	243039	NITHISHKUMAR. P
33	243041	POOJA. Y
34	243042	PRAVEEN KUMAR. V
35	243043	PRAVEEN. S
36	243044	ROJAR GIMSON. A
37	243046	SHANTHINI. S
38	243047	SHARULATHA. N
39	243048	SHEAK ABDULLAH. K
40	243049	SIVANESAN. B
41	243051	SRIMATHI. R
42	243052	SUBALAKSHMI. G
43	243055	SURENDHIRAN. R
44	243056	TAMILARASAN. P
45	243057	VINODHINI. R
46	243058	YAZAR MOHIDEEN. S
47	243059	YUVHARAAJ. S
48	243060	ZUBAIR AHAMED. A
49	243061	KIRSHAN MELWIN. J
50	243062	JOSHUVA VASANTHAN. K
51	243008	ANBARASAN

SARANATHAN COLLEGE OF ENGINEERING TRICHY 620 012.

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SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING
TIRUCHIRAPALLI - 620 012

INDUSTRIAL VISIT REPORT

05-05-2023

On 29.04.2023, 51 students from second year EEE along with 3 staff members went for industrial visit to Keral Electrical & Allied Engineering Co Ltd, Kochi. We started from Trichy on 28.04.2023 at 10.00 P.M. We reached Kochi at 05.00 A.M. After refreshment, we reached the company by 09.45 A.M. Three Engineers from company explained the following:

- The company has 04 divisions with 2 labs.
- They explained the operation and testing procedures for windings of the transformers being manufactured there.
- The cores of the transformers were explained at first along with details about the materials and stampings used. Also they explained how stampings are combined together to form cores of the transformer.
- In another division, students were explained about the procedure for constructing windings for the cores of the transformer.
- In yet another division, the housing the transformer cores are explained with the different parts of the housing.
- Students were explained the different about Bucholz's relay used in the transformer for protection purpose and bushings available on the top of the transformer.
- He explained the testing methods and the measuring methods of Short circuit current during the test.
- He also explained the importance of time duration and reliability of the equipment in short circuit test while conducting the test for 500 ms instead of the threshold period of 130 ms.
- He also explained the procedures of various testing methods, use of parallel resonance transformer towards harmonic reduction.

We finished the company visit at 11.45 A.M and had lunch at in the company itself. After spending a full day in Kochi, we reached Trichy on 30.04.2023 at 07.00 A.M.

Industrial visit photos:

1.

2.

Staff Coordinators

HoD / EEE

H.O.D. (EEE)
Saranathan College of Engg.,
Trichirapalli - 620 012.

ANNA UNIVERSITY, CHENNAI

BONAFIDE CERTIFICATE

Certified that this project report titled "**DESIGN AND ANALYSIS OF MULTI INPUT NON-ISOLATED DC-DC BOOST CONVERTER**" is the bonafide work of **ANJUKA.G (813821415001)** who carried out the project work under my supervision. Certified further that to the best of knowledge the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

6/10/2023

SIGNATURE

Dr.C.Krishnakumar M.Tech., PhD.,
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SIGNATURE

Mr.S.Ramprasath M.Tech.,
Assistant Professor
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Saranathan College of Engineering
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ANNA UNIVERSITY, CHENNAI

BONAFIDE CERTIFICATE

Certified that this project report titled **"CASCADED MULTILEVEL BOOST CONVERTER WITH MULTILEVEL H-BRIDGE INVERTER"** is the bonafide work of **GATHIR SELVAN B (813821415002)** who carried out the project work under my supervision. Certified further that to the best of knowledge the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

SIGNATURE

Dr. C.Krishnakumar MTech., Ph.D.
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SIGNATURE

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ANNA UNIVERSITY, CHENNAI

BONAFIDE CERTIFICATE

Certified that this project report titled "**MITIGATION OF HARMONICS USING DYNAMIC VOLTAGE RESTORER**" is the bonafide work of **GNANA PRABHA.K (813821415002)** who carried out the project work under my supervision. Certified further that to the best of knowledge the work reportedherein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on thisor any other canditate.

SIGNATURE

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SIGNATURE

Dr.M.V.Suganyadevi M.E.,phD
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Panjappur,Trichirapalli-620012

ANNA UNIVERSITY, CHENNAI

BONAFIDE CERTIFICATE

Certified that this project report titled "**DOUBLE FREQUENCY MULTILEVEL BOOST CONVERTER WITH H-BRIDGE INVERTER** " is the bonafide work of **SINDHUJA.M (813821415005)** who carried out the project work under my supervision. Certified further that to the best of knowledge the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

SIGNATURE
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SIGNATURE
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Saranathan College of Engineering
Panjappur, Tiruchirappalli-620012.

ANNA UNIVERITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project **"IoT-BASED SMART AGRICULTURE AND AUTOMATIC SEED-SOWING DEVICE"** is the bonafide work of "**ABARNA R** (813819112001), **BAIRAVI S** (813819112004), **DHARSHINI G** (813819112008), **JAYALAKSHMI R** (8138191120)", who carried out the Project work under my supervision.

SIGNATURE

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HEAD OF THE DEPARTMENT

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SIGNATURE

Mr.R.SEETHARAMAN

SUPERVISOR

Assistant Professor

Department of Instrumentation & Control Engineering

Saranathan College of Engineering

Tiruchirappalli - 620012

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER : VIII

SUBJECT CODE : IC8811 – PROJECT WORK

S. NO	NAME OF THE STUDENT	TITLE OF PROJECT	NAME OF THE SUPERVISOR WITH DESIGNITION
1	ABARNA R Reg. No:813819112001	IoT-BASED SMART AGRICULTURE AND AUTOMATIC SEED-SOWING DEVICE	Mr. R. Seetharaman, Assistant Professor
2	BAIRAVI S Reg. No:813819112004		
3	DHARSHINI G Reg. No:813819112008		
4	JAYALAKSHMI R Reg. No:813819112015		

The report of the project work submitted by the above students in partial fulfillment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19.05.2023

M Shanmugavalli

Internal Examiner

Name: Dr. M. SHANMUGAVALLI

College Code: 8138

External Examiner

Name: Dr. P. ANBALAGAN

College Code: 8100

ANNA UNIVERITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project **"DESIGN OF DIGIT RECOGNITION SYSTEM USING ML AND DIP"** is the bonafide work of **"SIVABALAN D** (813819112036), **SAKTHIGANESH** (813819112031), **VARUN K** (813819112045), **THANGASABARI S** (813819112044)", who carried out the project work under my supervision.

SIGNATURE

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Dr. S. M. GIRIRAJKUMAR

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CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER : VIII

SUBJECT CODE : IC8811 – PROJECT WORK

SL. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNITION
1	SIVABALAN D Reg No:813819112036	DESIGN OF DIGIT RECOGNITION SYSTEM USING IMAGE PROCESSING AND MACHINE LEARNING	Dr.S.M.GIRIRAJKUMAR Professor
2	SAKTHIGANESH K Reg No:813819112031		
3	VARUN K Reg No:813819112045		
4	THANGASABARI Reg No:813819112044		

The report of the project work submitted by the above students in partial fulfilment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 23-05-2023.

M Shanmugavalli

Internal Examiner

Name: Dr. M. SHANMUGAVALLI
College Code: 8138

External Examiner

Name: Dr. P. ANBALAGAN
College Code: 8100

ANNA UNIVERITY: CHENNAI 600025

BONAFIDE CERTIFICATE

Certified that this project **"BOILER PARAMETERS MONITORING AND CONTROL USING LABVIEW"** is the bonafide work of "**ARUNKUMAR R**(813819112003),**DEEPAK.B**(813819112007),**VIGNESHWARARAJAN K**(813819112047)", who carried out the project work under my supervision.

SIGNATURE

Dr.S.M.GIRIRAJKUMAR

HEAD OF THE DEPARTMENT

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Department of Instrumentation& Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

SIGNATURE

MR.R.SEETHARAMAN

SUPERVISOR

Assistant Professor

Department of Instrumentation& Control Engineering

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Tiruchirapalli-620012

CERTIFICATE OF EVALUATION

COLLEGECODE :8138

COLLEGENAME :SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER :VIII

SUBJECTCODE :IC8811–PROJECTWORK

SL. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNITION
1	**ARUNKUMAR R** RegNo:813819112003	BOILER PARAMETERS MONITORING AND CONTROL USING LABVIEW	MR R SEETHARAMAN ASSISTANT PROFESSOR
2	**DEEPAK B** RegNo:813819112007		
3	**VIGNESHWARARAJAN K** RegNo:813819112047		

The Report of the project work submitted by the above students in partial fulfilment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and Evaluated on 19.05.2023

M Shanmugavalli

Internal Examiner

Name: Dr. M Shanmugavalli

College Code: 8138.

19/5/2023

External Examiner

Name: Dr. P. Anbalagan

College Code: 800

ANNA UNIVERSITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project **"DETECTION AND PREVENTION OF VARICOSE VEIN USING LABVIEW"** is the bonafide work of "**HEMANTH KK** (813819112013 **KANNAPPAN S** (813819112016), **MOHANRAJ B** (813819112020), **PRABAHARAN** (813819112025)", who carried out the Project work under my supervision.

SIGNATURE	**SIGNATURE**
Dr. S. M. GIRIRAJKUMAR	**Dr. A. GOPIKRISHNAN**
HEAD OF THE DEPARTMENT	**SUPERVISOR**
Professor	Assistant Professor
Department of Instrumentation & Control Engineering	Department of Instrumentation & Control Engineering
Saranathan College of Engineering	Saranathan College of Engineering
Tiruchirapalli-620012	Tiruchirapalli-620012

CERTIFICATE OF EVALUATION

COLLEGE CODE 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER VIII

SUBJECT CODE : IC8811 – PROJECT WORK

S. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNITION
1	HEMANTH KK Reg.No:813819112013	DETECTION AND PREVENTION OF VARICOSE VEINS USING Lab VIEW	Dr. A. Gopikrishnan, Assistant Professor
2	KANNAPPAN S Reg.No:813819112016		
3	MOHANRAJ B Reg.No:813819112020		
4	PRABAHARAN M Reg.No:813819112025		

The report of the project work submitted by the above students in partial fulfillment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19.05.2023.

M Shanmugavalli

Internal Examiner

Name: Dr M SHANMUGAVALLI

College Code: 8138

External Examiner

Name: Dr. P. ANBALAGAN

College Code: 8100

ANNA UNIVERITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project **"AUTONOMOUS ELECTRIC VEHICLE CHARGING STATION USING LABVIEW"** is the bonafide work of "**DARWIN I** (813819112006), **RAGHURAM M** (813819112028), **SUNDHARADEVAN S** (813819112038), **THANESHWARAN S** (813819112043)", who carried out the Project work under my supervision.

SIGNATURE

Dr. S. M. GIRIRAJKUMAR

HEAD OF THE DEPARTMENT

Professor

Department of Instrumentation &

Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

SIGNATURE

Dr. K.GAAYATHRY

SUPERVISOR

Assistant Professor

Department of Instrumentation &

Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

CERTIFICATE OF EVALUATION

COLLEGE CODE :8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER :VIII

SUBJECT CODE : IC8811 – PROJECT WORK

S. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	DARWIN I Reg.No:813819112006	AUTONOMOUS ELECTRIC VEHICLE CHARGING STATION BASED ON LABVIEW	Dr. K.GAAYATHRY Assistant Professor
2	RAGHURAM M Reg.No:813819112028		
3	SUNDHARADEVAN S Reg.No:813819112038		
4	THANESHWARAN S Reg.No:813819112043		

The report of the project work submitted by the above students in partial fulfillment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19/05/23

M Shanmugavalli

Internal Examiner

Name: Dr. M. SHANMUGAVALLI

College Code: 8138

External Examiner

Name: Dr. P. ANBALAGAN

College Code: 8100

ANNA UNIVERITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report **"VIBRATION CONTROL OF STRUCTURES AND PRESSURE MONITORING USING dSPACE"** is the bonafide work of **"BHARATH SAMVEL D** (813819112005), **DHINESH R** (813819112009), **HARIHARAN K** (813819112010), **JAYAKANTHAN G P** (813819112014)" who carried out the project work under my supervision.

M Shanmugavalli

SIGNATURE

Dr. S. M. GIRIRAJKUMAR

HEAD OF THE DEPARTMENT

Professor

Department of Instrumentation & Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

SIGNATURE

Dr. M. SHANMUGAVALLI

SUPERVISOR

Professor

Department of Instrumentation & Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER : VIII

SUBJECT CODE : IC8811 – PROJECT WORK

S. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNITION
1	BHARATH SAMVEL D Reg.No:813819112005	VIBRATION CONTROL OF STRUCTURES AND PRESSURE MONITORING USING dSPACE	Dr. M. Shanmugavalli, Professor
2	DHINESH R Reg.No:813819112009		
3	HARIHARAN K Reg.No:813819112010		
4	JAYAKANTHAN G P Reg.No:813819112014		

The report of the project work submitted by the above students in partial fulfillment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19-05-2023

M Shanmugavalli

Internal Examiner

Name: Dr. M. SHANMUGAVALLI

College Code: 8138

External Examiner

Name: Dr. P. ANBALAGAN

College Code: 8100

ANNA UNIVERSITY: CHENNAI 600025

BONAFIDE CERTIFICATE

Certified that this project report "**DESIGN OF PLANT DISEASE RECOGNITION SYSTEM USING SVM CLASSIFIER**" is the bonafide work of "**G. RAGAVANTIRAN (813819112027) I. SHANJITH KUMAR (813819112033) S.SYED ATHAULLAH(813819112041) S.K.SYED FIZAL (813819112042)** " who carried out the project work under my supervision.

SIGNATURE

Dr.S.M.GIRI RAJKUMAR

HEAD OF THE DEPARTMENT

PROFESSOR

Instrumentation and Control Engineering

Saranathan College of Engineering

Panjappur

Tiruchirapalli-620 012

SIGNATURE

Dr.S.M.GIRI RAJKUMAR,

SUPERVISOR

PROFESSOR

Instrumentation and Control

Saranathan College of Engineering

Panjappur

Tiruchirapalli-620 012

CERTIFICATE OF EVALUATION

COLLEGE CODE & NAME : 8138 & SARANATHAN COLLEGE OF ENGINEERING
BRANCH : INSTRUMENTATION & CONTROL ENGINEERING
SEMESTER :VIII
SUBJECT : IC8811-PROJECT WORK

SNO	NAME OF THE STUDENT	TITLE OF THE PROJECT	NAME OF THESUPERVISOR
1	G. RAGAVANTIRAN Reg.No:813819112027	DESIGN OF PLANT DISEASE RECOGNITION SYSTEM USING SVM CLASSIFIER	Dr. S.M.GIRI RAJKUMAR (HEAD OF THE DEPARTMENT)
2	I. SHANJITH KUMAR Reg.No:813819112033		
3	S. SYED ATHAULLAH Reg.No:813819112041		
4	S.K. SYED FIZAL Reg.No:813819112042		

The report of the project work has been submitted by above students in partial fulfillment for the award of Degree of Bachelor of Engineering in Instrumentation and Control Engineering of Anna University: Chennai was confirmed the work done by the above students and evaluated on 19.05.2023

M Shanmugavalli

INTERNAL EXAMINER

NAME: Dr. M. SHANMUGAVALLI

COLLEGE CODE: 8138

EXTERNAL EXAMINER

NAME: Dr. P. ANBALAGAN

COLLEGE CODE: 8100

ANNA UNIVERITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project **"AN IMPROVED SURVEILLANCE SYSTEM USING MACHINE LEARNING ALGORITHM FOR OBJECT DETECTION"** is the bonafide work of "**MOHAMED YAHYA A** (813819112019), **HARI KRISHNA M**(813819112011), KRISHNA KUMARAN K (813819112017), who carried out the project work under my supervision.

SIGNATURE

Dr. S. M. GIRIRAJKUMAR

HEAD OF THE DEPARTMENT

Professor

Department of Instrumentation & Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

SIGNATURE

Dr. S. M. GIRIRAJKUMAR

SUPERVISOR

Professor

Department of Instrumentation & Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER : VIII

SUBJECT CODE : IC8811 – PROJECT WORK

SL NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNITION
1	MOHAMED YAHYA Reg No:813819112019	AN IMPROVED SURVEILLANCE SYSTEM USING MACHINE LEARNING ALGORITHM FOR OBJECT DETECTION	Dr. S.M . Girirajkumar Professor
2	HARI KRISHNA M Reg No:813819112011		
3	KRISHNA KUMARAN K Reg No:813819112017		

The report of the project work submitted by the above students in partial fulfilment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19.05.2023.

M Shanmugavalli

Internal Examiner

Name: Dr. M. SHANMUGAVALLI

College Code: 8138

19/5/2023

External Examiner

Name: Dr. P. ANBALAGAN

College Code: 8100

ANNA UNIVERITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project **"SECURED DATA TRANSMISSION USING STEGANOGRAPHY"** is the bonafide work of "**RATNAGIRISH R K** (813819112029) **SHYAM PRAKASH G P** (813819112035) **SURYA M** (813819112039)", who carried out the Project work under my supervision.

SIGNATURE	**SIGNATURE**
Dr. S. M. GIRIRAJKUMAR	**Dr. S. M. GIRIRAJKUMAR**
HEAD OF THE DEPARTMENT	**SUPERVISOR**
Professor	Professor
Department of Instrumentation & Control Engineering	Department of Instrumentation & Control Engineering
Saranathan College of Engineering	Saranathan College of Engineering
Tiruchirapalli-620012	Tiruchirapalli-620012

CERTIFICATE OF EVALUATION

COLLEGE CODE 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER VIII

SUBJECT CODE : IC8811 – PROJECT WORK

S. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNITION
1	RATNAGIRISH. R K Reg No:813819112029	SECURED DATA TRANSMISSION USING STEGANORAPHY	Dr. S. M. GIRIRAJ KUMAR, Professor
2	SHYAM PRAKASH. G P Reg No:813819112035		
3	SURYA. M Reg No:813819112039		

The report of the project work submitted by the above students in partial fulfillment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19/5/2023.

M Shanmugavalli

Internal Examiner

Name: Dr.M.SHANMUGAVALLI

College Code: 8138

External Examiner

Name: Dr.P.ANBALAGAN

College Code: 8100

ANNA UNIVERSITY : CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project report, **"DESIGN AND SIMULATION OF MEMS BASED PRESSURE SENSOR USING INTELLISUITE"** is the bonafede work of **"HARISH. R, NICOLAS NESAN. G, PARITHI KUMAR. J, VIGNESH. G"** who carried out the project work under my supervision.

SIGNATURE

Dr. S. M. GIRIRAJKUMAR

HEAD OF THE DEPARTMENT

Professor

Instrumentation and Control Engineering

Saranathan College of Engineering

Tiruchirapalli - 620012.

M Shanmugavalli

SIGNATURE

Dr. M. SHANMUGAVALLI

Supervisor

Professor

Instrumentation and Control Engineering

Saranathan College of Engineering

Tiruchirapalli - 620012.

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER : VIII

SUBJECT CODE : IC8811 - PROJECT WORK

S.NO	NAME OF THE STUDENT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	HARISH.R Reg.No: 813819112012	DESIGN AND SIMULATION OF MEMS-BASED PRESSURE SENSOR USING INTELLISUITE	Dr M. SHANMUGAVALLI M.Tech., Ph.D. Professor
2	NICOLAS NESAN.G Reg.No: 813819112022		
3	PARITHI KUMAR.J Reg.No: 813819112024		
4	VIGNESH.G Reg.No: 813819112046		

The report of the project work submitted by the above students in partial fulfilment for the award of Degree of Bachelor of Engineering in Instrumentation and Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19.05.2023

M Shanmugavalli

Internal Examiner

Name: Dr.M.SHANMUGAVALLI

College Code: 8138

External Examiner

Name: Dr.P.ANBALAGAN

College Code: 8100

ANNA UNIVERSITY: CHENNAI 600025

BONAFIDE CERTIFICATE

Certified that this project **"AIR POLLUTION MONITORING SYSTEM USING MyRIO-LABVIEW"** is the bonafide work of "**REGENA ARSHNI S** (813819112030), **SHARLENE A** (813819112034), **SWATHI A** (813819112040)", who carried out the Project work under my supervision.

SIGNATURE	**SIGNATURE**
Dr. S. M. GIRIRAJKUMAR	**Dr. M. SHANMUGAVALLI**
HEAD OF THE DEPARTMENT	**SUPERVISOR**
Professor	Professor
Department of Instrumentation & Control Engineering	Department of Instrumentation & Control Engineering
Saranathan College of Engineering	Saranathan College of Engineering
Tiruchirapalli- 620012	Tiruchirapalli-620012

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER VIII

SUBJECT CODE : IC8811 – PROJECT WORK

S.NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	REGENA ARSHNI S Reg.No:813819112030	AIR POLLUTION MONITORING SYSTEM USING MyRIO-LABVIEW	Dr. M.Shanmugavalli, Professor
2	SHARLENE A Reg.No:813819112034		
3	SWATHI A Reg.No:813819112040		

The report of the project work submitted by the above students in partial fulfillment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19.05.2023.

M Shanmugavalli

Internal Examiner

Name: Dr. M. SHANMUGAVALLI

College Code: 8138

19/5/2023

External Examiner

Name: Dr. P. ANBALAGAN

College Code: 8100

ANNA UNIVERITY: CHENNAI 600 025

BONAFIDE CERTIFICATE

Certified that this project **"HEAT TRANSFER ANALYSIS USING SOLAR PANEL"** is the bonafide work of "**MOHAMED FAHIM K (813819112018), MUTHUKUMARAN K (813819112021), NITHISH S (813819112023), SUBASH N S (813819112037)**", who carried out the Project work under my supervision.

SIGNATURE

Dr. S. M. GIRIRAJKUMAR

HEAD OF THE DEPARTMENT

Professor

Department of Instrumentation & Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

SIGNATURE

Dr. A.GOPIKRISHNAN

SUPERVISOR

Assistant Professor

Department of Instrumentation & Control Engineering

Saranathan College of Engineering

Tiruchirapalli-620012

CERTIFICATE OF EVALUATION

COLLEGE CODE 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : INSTRUMENTATION AND CONTROL ENGINEERING

SEMESTER VIII

SUBJECT CODE : IC8811 – PROJECT WORK

S. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	MOHAMED FAHIM K Reg.No:813819112018	HEAT TRANSFER ANALYSIS USING SOLAR PANEL	Dr. A.Gopikrishnan, Assistant Professor
2	MUTHUKUMARAN K Reg.No:813819112021		
3	NITHISH S Reg.No:813819112023		
4	SUBASH N S Reg.No:813819112037		

The report of the project work submitted by the above students in partial fulfillment for the award of Degree of Bachelor of Engineering in Instrumentation & Control Engineering of Anna University, Chennai was confirmed to be the work done by the above students and evaluated on 19/05/2023.

M Shanmugavalli

Internal Examiner

Name: Dr. M. SHANMUGAVALLI

College Code: 8138

External Examiner

Name: Dr. P. ANBALAGAN

College Code: 8100

SARANATHAN COLLEGE OFENGINEERING
DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING
TIRUCHIRAPALLI - 620 012.

Date: 11-06-2023

Ref No: SCE/ICE/2022-2023/C4/Even/06

Report on "Visit to CoE NITT" held on May.11 2023

Headline:

ICE Department organizes "Visit to CoE NITT" for ICE students

Description:

On 11th May 2023, students from the Instrumentation and Control Engineering Department, both 2nd and 3rd year, had a professional visit to the Centre of Excellence provided by Siemens and the Ministry of Education (Central Government) at NIT Trichy. The visit was started with proper guidance and permission of Principle Dr. D. Valavan and Head of Department, Instrumentation and control Engineering, Dr. S. M. Girirajkumar. The industrial visit was planned under the guidance of Dr. A. Gopi Krishnan, Assistant Professor, Dept. ICE and Mr. R. Seetharaman, Assistant Professor, Dept. ICE.

Visit to CoE:

All the students assembled at Saranathan College of Engineering before 9:15 am, from where they travelled by college bus. They arrived at the centre at 10:00 am,

Ref No: SCE/ICE/2022-2023/C4/Even/06

and after everyone had assembled in the Product Design and Validation Lab, the session began with an introduction to the program.

The faculty from the Centre then explained about their labs, which included 12 labs that enabled them to design, manufacture, test and redesign products. These labs included various designing tools and software, and it was even possible to design and simulate the whole industry.

First, the students visited the Robotics lab, which contained several different industrial robots such as Payload transfer robots, Welding lab, and Metal Cutting using Electric arc. A physical demonstration was given about the Payload Robot. Second, they went to the Rapid Prototyping Lab, where they were introduced to the FDM Printer from Stratasys Company and the raw materials for it (ABS Material). The slicing tool used was GRAB CAD Print. Third, they visited the Advanced Manufacturing Lab, where they could design and simulate robots used in the manufacturing process. Then, the students went to the CNC (Computer Numeric Control) Lab, where they learned about HMI (Human Machine Interface) that could control various processes (Axis VMC, CNC lathe). After that, they went to the Automation lab, where they learned about PLC operations offered by Siemens (ST 1200), which had 14 inputs and 10 outputs. With the software provided by Siemens, logic could be given to the PLC module. Next, the students went to the Process Instrumentation Labs, where various sensors (temperature, pressure, flow) were provided to give them exposure to them. In the Mechatronics lab, they saw the 5 stages of control with the Bottle Filling system where there were distribution, testing, process, buffer and sorting. A new sensor that separated various colors (wavelength sensor) was demonstrated. The IoT (Internet of Things) Lab had a presentation of the new age of IoT implementation in industries, which was IIOT,

where every data connected to the cloud and controlled and monitored with a minimum number of manpower. Finally, they went to the Energy Saving lab, where they learned about the importance of energy saving in homes and mainly industries. In the motor starting process, conventionally, more energy was used to reduce it, but a new method was provided which used 60 percent less energy. During the sessions in various labs, students asked questions, and the faculty cleared their doubts. After that, a photo session was held.

Learning Outcomes:

During this visit, the students learned about the various stages of the manufacturing process involved in industries, including design, manufacturing, and testing. As there were real-time machinery and products with software, they gained more exposure to what's happening inside industries and gained practical knowledge. The program's purpose was to bridge the gap between students and industries by providing prior knowledge and experience about various processes involved in industries and the equipment and machinery used.

SARANATHAN COLLEGE OFENGINEERING

DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING

TIRUCHIRAPALLI - 620 012.

Date: 11-06-2023

Ref No: SCE/ICE/2022-2023/C4/Even/06

Photographs:

SARANATHAN COLLEGE OFENGINEERING

DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING

TIRUCHIRAPALLI - 620 012.

Date: 11-06-2023

Ref No: SCE/ICE/2022-2023/C4/Even/06

List of Participants

Third Year ICE Students

S.No	Batch No	Name
1	235001	BALAJI. V
2	235002	BARANI DARAN. R
3	235003	BOOMIKA. S
4	235004	CHANDRU. V
5	235005	HARI PRAKASH. R
6	235006	HARI VARSHINI. S
7	235007	IRSHATH AHMED. M S
8	235008	JOE JASPER RAJA. B
9	235009	KAVIN. G
10	235010	KEERTHI VASAN. K
11	235011	MUKESH. P
12	235012	PRITHIV RAJ. A
13	235013	RAGUL. P
14	235014	ROHAN. S

S.No	Batch No	Name
15	235015	SANTHOSH. R
16	235016	SARAVANA KUMAR. K P
17	235017	SHARAN. R
18	235018	SHERENE AMALIA. G
19	235019	SIVA SUBRAMANIAN. A
20	235020	SUDHARSAN. B
21	235021	SUDHARSAN. S
22	235022	VIGNESH.S
23	235023	VINOTH. M
24	235024	VISHAL RAJ I P
25	235025	YESHVANT. BA
26	235026	YOKESWARAN. T
27	235027	SUBHASAN. R
28	235028	LEENA. R

SARANATHAN COLLEGE OFENGINEERING

DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING

TIRUCHIRAPALLI - 620 012.

Date: 11-06-2023

Ref No: SCE/ICE/2022-2023/C4/Even/06

Second Year ICE Students

S.No	BatchNo	Name
1	245001	ANJALI. N
2	245002	DEEPTHI SWARNAA. M
3	245004	JEEVANATHAN. S
4	245005	KAAVYA. N R
5	245006	KARTHICK. N
6	245007	KESAVAN. T
7	245008	KOUSHIK. T
8	245009	LAWRANCE. J
9	245010	MATHANGINI. M
10	245011	MOHAMED FAYIQ SHAREEF. M F S
11	245012	MOHAMMED ABDULLAH. H
12	245013	MURSHATH BASHA. I
13	245014	PRASANNA. V
14	245015	PRAVEENA. M
15	245016	SACHIN. S
16	245017	THIRMALAI KUMAR. G
17	245018	SHUJATH ALI KHAN. M
18	245019	FURKAN ANAS. H
19	245020	LOKESH. A

Signature
(HoD/ICE)

SARANATHAN COLLEGE OFENGINEERING
DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING
TIRUCHIRAPALLI - 620 012.

Date: 10-04-2023

Ref No: SCE/ICE/2022-2023/C4/Even/04

Report on "Industrial Visit" held on Apr.6 2023

Headline:

ICE Department organizes "Industrial Visit" for ICE students

Description:

On 6th April, 2023, a total of 42 students include 2nd and 3rd year of Department of Instrumentation and Control Engineering from Saranathan College of Engineering visited the Mattupetty Dam in Kerala. The industrial visit was started with proper guidance and permission of Principle Dr. D. Valavan and Head of Department, Instrumentation and control Engineering, Dr. S. M. Girirajkumar The industrial visit was planned under the guidance of Dr. M. Shanmugavalli, Professor, Dept. ICE and Mr. R. Seetharaman, Assistant Professor, Dept. ICE.

The Mattupetty Dam is constructed under the Pallivasal Hydropower Plant Project, which is a major source of hydroelectric power in Kerala. The aim of the industrial visit was to provide the students with practical knowledge and exposure to the working of a hydropower plant.

SARANATHAN COLLEGE OFENGINEERING
DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING
TIRUCHIRAPALLI - 620 012.

Date: 10-04-2023

Ref No: SCE/ICE/2022-2023/C4/Even/04

Visit Details:

The visit started at 9 am on 06.04.2023 with a brief introduction to the dam by the site engineer. The students were then taken on a tour of the hydropower plant. The tour started with a visit to the dam, where the site engineer explained the construction and working of the dam. The students were given an overview of the dam's function, which is to store water and release it to generate electricity.

The tour then proceeded to the power station, where the students were shown the turbines, generators, and other equipment used in the generation of electricity. The site engineer explained the functioning of each equipment and the process involved in generating electricity.

The students were also shown the control room, where the engineers monitor and control the generation of electricity. The site engineer explained the various parameters that are monitored and controlled to ensure the smooth functioning of the power plant.

After the tour, the students had an interactive session with the site engineer, where they could clarify their doubts and gain a deeper understanding of the working of the power plant.

Learning Outcomes:

The visit to the Mattupetty Dam provided the students with practical knowledge and exposure to the working of a hydropower plant. The students gained an understanding of the construction and functioning of the dam, the turbines, generators, and other equipment used in the generation of electricity. They also learned about the various parameters that are monitored and controlled to ensure the smooth functioning of the power plant.

Date: 10-04-2023

Ref No: SCE/ICE/2022-2023/C4/Even/04

After the Industrial visit, the nearby few places were visited - Photo Point and Marayoor View Point with Jeep Safari, Eravikulam National Park and Lakkam Waterfalls.

Overall, the industrial visit to the Mattupetty Dam was an enriching and informative experience for the students. The visit provided them with practical knowledge and exposure to the working of a hydropower plant, which will be beneficial for their future studies and career. Other than technical knowledge students were able to learn coordination between them with tendency to socialize and adapt to new environment and situation.

SARANATHAN COLLEGE OFENGINEERING

DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING

TIRUCHIRAPALLI - 620 012.

Date: 10-04-2023

Ref No: SCE/ICE/2022-2023/C4/Even/04

Photographs:

SARANATHAN COLLEGE OFENGINEERING

DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING

TIRUCHIRAPALLI - 620 012.

Date: 10-04-2023

Ref No: SCE/ICE/2022-2023/C4/Even/04

List of Participants

Third Year ICE Students

S.No	Batch No	Name
1	235001	BALAJI. V
2	235002	BARANI DARAN. R
3	235003	BOOMIKA. S
4	235004	CHANDRU. V
5	235005	HARI PRAKASH. R
6	235006	HARI VARSHINI. S
7	235007	IRSHATH AHMED. M S
8	235008	JOE JASPER RAJA. B
9	235009	KAVIN. G
10	235010	KEERTHI VASAN. K
11	235011	MUKESH. P
12	235012	PRITHIV RAJ. A
13	235013	RAGUL. P
14	235014	ROHAN. S

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16	235016	SARAVANA KUMAR. K P
17	235017	SHARAN. R
18	235018	SHERENE AMALIA. G
19	235019	SIVA SUBRAMANIAN. A
20	235020	SUDHARSAN. B
21	235021	SUDHARSAN. S
22	235022	VIGNESH.S
23	235023	VINOTH. M
24	235024	VISHAL RAJ I P
25	235025	YESHVANT. BA
26	235026	YOKESWARAN. T
27	235027	SUBHASAN. R
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SARANATHAN COLLEGE OFENGINEERING

DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING

TIRUCHIRAPALLI - 620 012.

Date: 10-04-2023

Ref No: SCE/ICE/2022-2023/C4/Even/04

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2	245002	DEEPTHI SWARNAA. M
3	245004	JEEVANATHAN. S
4	245005	KAAVYA. N R
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6	245007	KESAVAN. T
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10	245011	MOHAMED FAYIQ SHAREEF. M F S
11	245012	MOHAMMED ABDULLAH. H
12	245013	MURSHATH BASHA. I
13	245014	PRASANNA. V
14	245015	PRAVEENA. M
15	245016	SACHIN. S
16	245017	THIRMALAI KUMAR. G
17	245018	SHUJATH ALI KHAN. M
18	245019	FURKAN ANAS. H
19	245020	LOKESH. A

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VIVA – VOCE EXAMINATION

AGROTECH – A FARMER'S DIGITAL ASSISTANT USING DEEP LEARNING

Submitted by

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KEERTHANA S	813819205030

The viva – voce Examination of this project work done as a part of B.Tech Information Technology was held on 19 May 2023

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19/05/2023
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VIVA – VOCE EXAMINATION

FAKE NEWS DETECTION USING MACHINE LEARNING

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INTERNAL EXAMINER

19/05/2023

EXTERNAL EXAMINER

VIVA-VOCE EXAMINATION

INFOBOT – WEB BASED CHATBOT

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INTERNAL EXAMINER 19/5/23

EXTERNAL EXAMINER 19/05/23

VIVA – VOCE EXAMINATION

FACE MASK AND SOCIAL DISTANCING DETECTION USING ML TECHNIQUE

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INTERNAL EXAMINER

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VIVA – VOCE EXAMINATION

BREAST CANCER PREDICTION USING DATA MINING TECHNIQUE

Submitted by

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INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

REVOLUTIONIZING ALZHEIMER'S DISEASE DIAGNOSIS USING DEEP LEARNING APPROACH

Submitted by

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P. 19/5/23
INTERNAL EXAMINER

19/05/23
EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

PREDICTION OF KIDNEY DISEASE USING MACHINE LEARNING

Submitted by

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INTERNAL EXAMINER

EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

PREDICTION OF DIABETIC RETINOPATHY USING DEEP LEARNING

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19/5/23

INTERNAL EXAMINER

EXTERNAL EXAMIN

Scanned with CamScanner

VIVA – VOCE EXAMINATION

STOCK PRICE PREDICTION SYSTEM USING MACHINE LEARNING

Submitted by

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VIVA – VOCE EXAMINATION

YOGA AI INSTRUCTOR

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P. Anand 19/5/23

INTERNAL EXAMINER

19/05/2023

EXTERNAL EXAMINER

VIVA – VOCE EXAMINATION

FIR SECURITY SYSTEM USING BLOCKCHAIN TECHNOLOGY

Submitted by

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INTERNAL EXAMINER

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VIVA-VOCE EXAMINATION
SERVICE SELLING PLATFORM

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INTERNAL EXAMINER

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P. 19/5/23
INTERNAL EXAMINER

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VIVA – VOCE EXAMINATION

PY WORKFLOW FOR ROTARY FIXTURE IN IMM

Submitted by

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INTERNAL EXAMINER

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VIVA – VOCE EXAMINATION

EMOTION BASED MUSIC PLAYER

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2/6/23

INTERNAL EXAMINER

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COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OFENGINEERING

BRANCH : MECHANICALENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	R.ARUNACHALAM	COMPARISON OF BOILER WATERWALL CORROSION USING SA106 GRADE B AND SA210 GRADE A1 PIPE	Mr.P.JOTHI PALAVESAM M.E Asst. Professor
2.	V.CHANDRU		
3.	R.CINESH		
4.	S.G.HARISNATH		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 16/06/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

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2.	JEEVANANTHAM R		
3.	KARTHICK N		
4.	KARTHIKEYAN A		

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INTERNAL EXAMINER

EXTERNAL EXAMINER

ANNA UNIVERSITY: CHENNAI-600 025

BONAFIDE CERTIFICATE

Certified that this project report **"MULTIOBJECTIVE OPTIMIZATION OF CYLINDRICAL GRINDING ON STAINLESS STEEL 304 AND INCONEL 625"** by **"ARAVINTH RAJ V (813818114018), ASWIN BABOO B (813818114027), GOKUL RAJ P (813818114046) JAI VIGNESH A (813818114052)"** who carried out the project work under my supervision.

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S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	ADAIKHALAVAN A	EXPERIMENTAL INVESTIGATION AND DRILLING PARAMETER OPTIMIZATION ON SS202 WITH VARIOUS END POINT ANGLES USING CNC.	Mr. M.SRIRAM PRASANTH. M.E.,
2.	AJAYKUMAR R		
3.	ARIHARASUDHAN S		
4.	KABILAN G		

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INTERNAL EXAMINER

EXTERNAL EXAMINER

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S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	ABDUL FAHEEM. Z	EXPERIMENTAL AND PERFORMANCE ANALYSIS OF EARTH TUBE HEAT EXCHANGER	Mr. K. Amarnath, ME
2.	AYYOOB AHAMED. N		
3.	GANGARAJ. G		

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INTERNAL EXAMINER

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BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S.NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME AND OF THE SUPERVISOR
1	ARUN.B	EXPERIMENTAL INVESTIGATIONS AND PERFORMANCE ANALYSIS OF TURNING PROCESS USING D3 TOOLTIP	Dr.N.BASKAR
2	ASHWATAMAN.K		
3	BARATH.M		
4	KARTHIK.B		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/06/22 FN

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

College code 8138

College name : SARANATHAN COLLEGE OF ENGINEERING.

Branch : Mechanical Engineering

Semester VIII

S.NO.	Register Number	Name of Student	Title of the Project	Name of the supervisor with Designation
1.	813818114307	SRIRAM V	EXPERIMENTAL INVESTIGATION OF SINTERED COPPER HEAT PIPE UNDER VARYING HEAT FLUX	Mr. P. JOTHI PALAVESAM ASSISTANT PROFESSOR

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 16.06.2022 /FN

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S.NO	NAME OF THE STUDENTS WHO HAVE DONE THE PROJECT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	ANAND.S	DESIGN AND FABRICATION OF PUNCH AND DIE ASSEMBLY FOR POWDER FORMING METHOD	Mr. P.V.RAJESH M.E., Assistant Professor
2	ANTONY PRABAHARAN.A		
3	ESWAR.T		
4	GANESH KUMAR.M		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18-06-2022 (F.N)

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

College Code : **8138**

College Name : **SARANATHAN COLLEGE OF ENGINEERING, THIRUCHIRAPALLI**

Branch : **Mechanical Engineering**

Semester : **VIII**

Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
813818114015	ANUSREE DINESH	EXPERIMENTAL INVESTIGATION OF EFFECT OF REINFORCEMENT ON MECHANICAL PROPERTIES OF BAMBOO POLYMER COMPOSITES	Dr.R.Rekha
813818114060	KEERTHIGA.P. V		
813818114119	VINODHINI .M		
813818114308	THASLIMA PARVEEN M		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22 - FN

INTERNALEXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. NO	NAME OF THE STUDENTS WHO HAVE DONE THE PROJECT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	R. ABISEKH	MULTI-ATTRIBUTE DECISION MAKING BASED SELECTION OF OPTIMAL COMBINATION BETWEEN DIFFERENT GRADES OF ALUMINIUM BASED COMPOSITES	Mr. P.V. RAJESH M.E., Assistant Professor
2	M. BHARATH KALYAN		
3	T. NARAYANA PRABHU		
4	B. SARATHKRISHNA		

The thesis of the project work submitted by the above students in partial fulfilment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 12-06-2022 (FORENOON)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	ABDULLAH H	Design And Analysis Of Multiple Casting Mold Box For Mass Production In Sand Casting Process.	Dr. G. Mahesh
2.	ANTONY ROZARIO A		
3.	ASWIN KANNA R		
4.	IRFAN G		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/06/22. (A.N)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138
COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING
BRANCH : MECHANICAL ENGINEERING
SEMESTER : VIII

S.No.	REGISTER NUMBER	NAME OF THE STUDENTS WHO HAVE DONE THE PROJECT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	813818114001	AADHIL AHMED M	EXPERIMENTAL INVESTIGATION OF SURFACE PROPERTIES IN THE FABRICATION AND ANALYSIS OF SUSTAINABLE BRICKS	Mr.M.SRIRAM PRASANTH, M.E., ASSISTANT PROFESSOR
2	813818114029	ASWINTH KUMAR V		
3	813818114030	AYYAPPAN M		
4	813818114042	GIRIHARAN S		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/06/2022 (A.N)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	AJAY PRIYAKAR. M	INVESTIGATION OF MECHANICAL PROPERTIES AND MICROSTRUCTURE OF WAAM PROCESSED FUNCTIONALLY GRADED MATERIAL SS316L AND SDSS 2594	Ms. R. S. SHIVA RANJANI
2.	ARUN. S		
3.	ARUN PRASADH. V		
4.	GOKUL. K		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/2022 (AN)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	ARAVINDHAN S	COMPARATIVE ANALYSIS OF FLUE GAS THROUGH KITCHEN CHIMNEY	Dr.G.MAHESH
2.	ARAVIND KUMAR P		
3.	GOKULAKRISHNAN B		
4.	KARTHISHWARAN R		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 15/06/22 (AN)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	ABDUL NABEES N	EXPERIMENTAL INVESTIGATION, ANALYSIS AND OPTIMIZATION OF WIRE CUT ELECTRICAL DISCHARGE MACHINING PARAMETERS ON TITANIUM ALLOY	Mr. R. SURESH BABU
2.	DINESH KUMAR K		
3.	HAFIZ AHAMED R		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/06/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	AKASH SOMASUNDARAM.D	DESIGN AND PARAMETRIC ANALYSIS OF SHELL AND TUBE HEAT EXCHANGER FOR ELECTRONIC COOLING	Ms.R.S SHIVA RANJANI M.E, Assistant Professor Mechanical
2	ARUN PANDIAN.P		
3	BHARATHIKANNAN.R		
4	KASHYABAN.V		

The thesis of the project work submitted by the above students in partial fulfilment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/2022 (FN)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME AND DESIGNATION OF THE SUPERVISOR
1	ADHINATHAN C	DESIGN AND ANALYSIS OF MICRO TURBOJET ENGINE	Dr. G. Jayaprakash
2	GOKULA RAJAN M		
3	HARIHARAN G		
4	JESSINTH BLESSO E		

The thesis of the project work submitted by the above students in partial fulfilment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18.06.2022 (A.N)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
SRI HARI MANIKANDAN	FINITE ELEMENT ANALYSIS OF CAM SHAFT MULTI CYLINDER IC ENGINE WITH DIFFERENT MATERIALS	Dr.A.MERCYVASAN
SURENISH P		
VISHNU M		
VASANTH V		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20.06.2023 /AN

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING

Branch : MECHANICAL ENGINEERING

Semester : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1	RAHUL T	STATIC STRUCTURAL ANALYSIS OF AIRCRAFT LANDING GEAR	Mr. S. PARAMAGURU
2	SABAREESWARAN K		
3	SANTHOSH M		
4	SIBI PRAGADEESH A		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022 (AN)

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

COLLGECODE :8138

COLLEGE NAME :SARANATHAN COLLEGE OF ENGINEERING

BRANCH :MECHANICAL ENGINEERING

SEMESTER :VIII

S. No	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1	SUGANTHAN A	Static structural and Thermal Analysis of Poppet valve in IC Engine	Dr.A.Mercy Vasan
2	SARAN R		
3	VIGNESH S		
4	RAHUL R		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20.06.2022 (AN).

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE :8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

NAME OF THE STUDENT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
NARESH BABU B	INVESTIGATION, ANALYSIS AND FABRICATION OF HYBRID TOOL	Mr. R. SURESH BABU
SRINATH M		
VISHAL RAGAVENDER V		
HARIHARAN M G		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University: Chennai was confirmed to be the work done by the above students and then evaluated on 20 JUNE 2022 [AN]

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OFENGINEERING

BRANCH : MECHANICALENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	MUGESH KHANNA M	DESIGN AND ANALYSIS OF A VERTICAL AXIS WIND TURBINE	Mr. K. Amarnath
2.	PARI T		
3.	PRAKASH P		
4.	PRASHAN N K		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20.6.22. (AN).

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. No	Name of the Students	Title of the Project	Name of the Supervisor
01	KELVIN CHRISTOBER G	EXPERIMENTAL ANALYSIS AND OPTIMIZATION OF DIE SINKER ELECTRICAL DISCHARGE MACHINING PROCESS PARAMETERS ON BRASS MATERIAL	Dr.M.Ganesan
02	NATARAJ R		
03	PRAVIN AJAY M		
04	SUNDAR K		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20.06.2022 (FN)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. NO.	NAME OF THE STUDENT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1	MANIKANDAN M	Thermal Analysis and Optimization of Casting Component with Multiple Runner	Mr. A. Ranjith Raj
2	NAVIN GANESHAN M		
3	PANDIYAN C		
4	PUGALENDRAN S		

The thesis of the project work submitted by the above students in partial fulfilment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20.06.22 [FN]

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

COLLGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OFENGINEERING

BRANCH : MECHANICALENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	LAKSHMI NARASIMHAN C	EXPERIMENTAL INVESTIGATION AND OPTIMIZATION OF GASOLINE ENGINE POWERED BY ALCOHOL-GASOLINE BLEND	Mr. S. SATHYANARAYANAN
2.	MANGALARAMAN K		
3.	SRINIVASAN M		
4.	VIGNESH R		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20.08.2022. FN

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

COLLGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	Manikandan V	Design and analysis of heat exchanger with twisted tape inserts with nano particles	Dr.A.Mercy Vasan
2.	Muralidharan P M		
3.	Naveen Kumar J		
4.	Sudharsan C		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022.

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VIII

S. NO	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1	MOHAN KUMAR R	Synthesis And Evaluation Of Mechanical Properties Of Chlorapatite Based Sintered Compacts Used In Biomedical Engineering	Mr.S.Vinoth Kumar M.Tech., Assistant Professor
2	SAKTHI GANESH V		
3	VASANTH V		
4	LAKSHMI NARAYANAN A		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2012 (AN)

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLAGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHNICAL ENGINEERING

SEMESTER : VIII

S. NO.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	SURENDRAN S	Parametric investigation on single pass finned heat exchanger	P.Vigneshwar, M.E, Assistant Professor
2.	VENKATESH M		
3.	VIGNESH K R		
4.	YUVARAJ R		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University: Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022 (A.N)

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICALENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	MANOJ N	SIMULATION AND ANALYSIS OF FRICTION STIR WELDING	Mr. A. Ranjith Raj
2.	NAVEEN PRASANTH B		
3.	VIMALRAJ M		
4.	HARISH KANNA S		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20.06.2022.

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OFENGINEERING

BRANCH : MECHANICALENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	MOHAMMED ASKAR.S	Static Structural Analysis of Wheel Rim	Mr. P. Vigneshwar
2.	PUGALEESHWARAN.J		
3.	RAMESH KRISHNAN.A		
4.	VETRIVEL.A.M		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OFENGINEERING

BRANCH : MECHANICALENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	SATHYA M	Evaluation of material and heat transfer analysis of two-wheeler silencer	Mr. S. Paramaguru,
2.	SNOW BIJESH M		
3.	SRIDHAR A		
4.	SURENDAR D		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022 / AN

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OFENGINEERING

BRANCH : MECHANICALENGINEERING

SEMESTER : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1.	MADHAVAN S	THERMAL ANALYSIS OF PISTON COATED WITH CERAMIC TO IMPROVE ITS STRENGTH	DR. MERCY VASAN
2.	RAGHUL S		
3.	SRI VASANTH S		
4.	VENKATRAMAN PR		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/22. FN

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING

Branch : Mechanical Engineering

Semester : VIII

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1	813818114062	KIRAN SHANKAR K	ANALYSIS AND OPTIMIZATION OF MECHANICAL PROPERTIES OF Al6351 USING FRICTION WELDING	Mr. S. Karthikeyan. ME., Asst. Professor
2	813818114073	MUTHAMIL SELVAN R		
3	813818114094	SANTHOSH KUMAR M		
4	813818114113	VASANTH CHAKARAVATHI M		

The thesis of the project work is submitted by the above students for the award of degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20.06.2022 (FN)

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING

Branch : MECHANICAL ENGINEERING

Semester : VIII

S. No.	NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
1	RAHUL T	STATIC STRUCTURAL ANALYSIS OF AIRCRAFT LANDING GEAR	Mr. S. PARAMAGURU
2	SABAREESWARAN K		
3	SANTHOSH M		
4	SIBI PRAGADEESH A		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022 (AN)

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code :8138

College Name :SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch :Mechanical Engineering

Semester :VI

S. No.	Register Number	Nameof the Student	Title of the Project	Name of the supervisor with designation
1.	813819114073	S.PRAGATHEESHWARAN	DESIGN AND FABRICATION OF PORTABLE DRILLING MACHINE	Mr. S. KARTHIKEYAN .M.E. ASSISTANT PROFESSOR
2.	813819114090	M.SANJAI		
3.	813819114097	P.V.SANTHOSH KUMAR		
4.	813819114102	V. SRI HARIHARAN		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/06/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114063	V.R. MUTHU SAI CHARAN	DESIGN AND FABRICATION OF PICK AND PLACE SCARA ROBOT	Dr.G.JAYAPRAKASH (HEAD OF THE DEPARTMENT)
2.	813819114069	P. NITHISKUMAR		
3.	813819114089	P.SAM NITHIN		
4.	813819114124	R. VYDEESKUMAR		

The thesis of the project work submitted by the above students in partial fulfilment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114109	J.SURYA	DESIGN AND FABRICATION OF MOTORIZED HACKSAW CUTTING MACHINE	Mr.S.SATHYA NARAYANAN M.E.ASSISTANT PROFESSOR
2.	813819114100	G.SIVA SUBRAMANIAN		
3.	813819114199	T.K.SIDDARTH		
4.	813819114165	R.NARESH KUMAR		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

12/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114091	T.SANJAY	DESIGN AND FABRICATION OF MOVABLE CUTTING MACHINE	Mr. P. JOTHI PALAVESAM ASSISTANT PROFESSOR
2.	813819114106	A.SUDARSON		
3.	813819114107	G.SUDHAKAR		
4.	813819114114	VS.UTHAYA SANKAR		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

18/6/22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114120	N.VIGNESH	DESIGN AND FABRICATION OF MULTI DRILL CHUCK HOLDER	Mr. S. KARTHIKEYAN.M.E, ASSISTANT PROFESSOR
2.	813819114303	R.GURUPRASANTH		
3.	813819114305	S.HARI HARAN		
4.	813819114310	S.SELVA MURALIDARAN		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114068	M.NITHIS ANTRO	DESIGN AND FABRICATION OF RAMMING MACHINE USING HYDRAULIC JACK	Mr. P. VIGNESHWAR .M.E. ASSISTANT PROFESSOR
2.	813819114081	K.RAJPRABU		
3.	813819114086	M.SALMAN FARIS		
4.	813819114302	S. GOPI KRISHNAN		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

18/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College code : 8138

College name : SARANATHAN COLLEGE OF ENGINEERING

Branch : MECHANICAL ENGINEERING

Semester : VI

Sl. No	Register Number	Name of the Student	Title of the Project	Name of the supervisor of the project
1.	813819114087	D. SAMBUGESH	DESIGN AND FABRICATION OF WATER HYACINTH REMOVER	Mr.P.VIGNESHWAR M.E. ASSISTANT PROFESSOR
2.	813819114103	S. SRIRAM		
3.	813819114105	C. SRIVARDHAN		
4.	813819114110	KA. SUTHARSH KRISHNA		

The thesis of the project work submitted by the above students in partial fulfilment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/06/2022

8/6/22

INTERNAL EXAMINER

28/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College code 8138

College name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester VI

S.No	Register Number	Name of the Student	Title of the project	Name of the supervisor with designation
1	8138191141071	S.PADMANAABHAN	DESIGN AND FABRICATION OFDUAL SIDE RECIPROCATING WATER PUMP USING SCOTCH YOKE MECHANISM	Mr.K.AMARNATH M.E ASSISTANT PROFFESSOR
2	8138191141078	K.R RACKESH KUMARAN		
3	813819114104	N.SRI RANGARAJAN		
4	813819114104	S.SUHAIL		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

18/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPALLI

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the Supervisor with Designation
1.	813819114094	M.SANTHANA KRISHNAN	DESIGN AND FABRICATION OF BOUNDARY LAYER TURBINE	Mr. S.PARAMAGURU ASSISTANT PROFESSOR
2.	813819114095	P.SANTHOSH		
3.	813819114115	R.VASANTH		
4.	813819114122	S.VISHAL		

The thesis of the project work submitted by the above students in partial fulfilment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

18/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114064	L. NAGARAJ	DESIGN AND FABRICATION OF SQUARE GUIDED MECHANISM FOR MARKING PROCESS	Dr. G. MAHESH, M.Tech, Ph.D ASSOCIATE PROFESSOR
2.	813819114074	R. PRASANNA		
3.	813819114080	S. RADHAKRISHNAN		
4.	813819114088	P. SAM DANIEL		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

18/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code :8138

College Name :SARANATHAN COLLEGE OF ENGINEERING, Tiruchirapalli

Branch :Mechanical Engineering

Semester :VI

S.NO	Register Number	Name of the Student	Title of the project	Name of the supervision with designation
1.	81319114077	T.PREETHAM RAJ	DESIGN AND FABRICATION OF SHELL AND TUBE HEAT EXCHANGER	Mr.S.SATHYANARAYANAN M.E. ASSISTANT PROFESSOR
2.	81319114098	S. SIDDARTH		
3.	81319114112	J.TAMILVANAN		
4.	81319114306	T.HARIHARAN		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of bachelor of the Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by above students and then evaluated on 18/6/22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VI

S.NO	NAME OF THE STUDENTS WHO HAVE DONE THE PROJECT	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR WITH DESIGNATION
1	NAVEEN.M	DESIGN AND FABRICATION OF MOULD FOR PRODUCING COMPOSITE BRICKS.	Mr. P. V. RAJESH, M.E, ASSISTANT PROFESSOR
2	PRAGADEESH.N		
3	PRAVIN KUMAR.P		
4	SABARIVASAN.K		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/06/2022

18/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLGECODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING
TIRUCHIRAPPALLI

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VI

NAME OF THE STUDENTS	TITLE OF THE PROJECT	NAME OF THE SUPERVISOR
NIVAS. G	Design & Fabrication of a Die Sinker Electrical Discharge Machine	Dr. M. GANESAN, ME.., Ph.D., Associate Professor
SANJEEV PARAMAESH. M		
SANTHOSH. P		
VIGNESH. M		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the Bachelor of Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

18/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114067	NAVEEN PRASATH.S	DESIGN AND FABRICATION OF AUTOMATIC SEED SOWING MACHINE	DR .A. MERCY VASAN M.E.,Phd ASSISTANT PROFESSOR
2.	813819114092	SANJAY KUMAR.D		
3.	813819114111	TAMIL MARAN.M		
4.	813819114116	VENKATACHALA M.P		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/2022

18/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

COLLEGE CODE : 8138

COLLEGE NAME : SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPPALLI

BRANCH : MECHANICAL ENGINEERING

SEMESTER : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114083	R.ROSHAN	DESIGN AND FABRICATION OF COLLECTING FERROUS WASTE USING ROCKER BOGIE	Mr.P.V.RAJESH M.E. ASSISTANT PROFESSOR
2.	813819114101	S.SRIHARI		
3.	813819114113	K.THILAK		
4.	813819114123	M.VISHVATH		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22 .

18/6/22

INTERNAL EXAMINER

18/6/22

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
.	813819114075	K.PRAVEEN	DESIGN AND FABRICATION OF MULTI PURPOSE MACHINE USING SINGLE MOTOR	Dr. M. GANESAN M.E.,Ph.D ASSOCIATE PROFESSOR
.	813819114082	P.RAMANESHWER		
.	813819114084	S.SABARISHAN		
.	813819114118	M.VENKATESH		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 18/6/22

INTERNAL EXAMINER 18/6/22

EXTERNAL EXAMINER 18/6/22

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

No	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
	813819114016	ARUN.P	DESIGN AND FABRICATION OF MINI TABLE SAW CUTTER	Dr.M.R.ANANTHA PADMANABAN M.E. ASSISTANT PROFESSOR

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20 / 6 / 22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114062	K.MURALI MANOHAR	DESIGN AND FABRICATION OF HACKSAW MACHINE USING SLIDER CRANK MECHANISM	DR. MERCY VASAN M.E PhD ASSOCIATE PROFESSOR
2.	813819114301	K.AKSAH		
3.	813819114304	M.HARI HARAN		
4.	813819114308	A.SAM WILLIAM		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : **8138**

College Name : **SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli**

Branch : **Mechanical Engineering**

Semester : **VI**

SI NO	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114008	AKASH R	DESIGN & FABRICATION OF MULTI PURPOSE SPRAYING MACHINE	MR.S.VINOTH KUMAR M.Tech., ASSISTANT PROFESSOR
2.	813819114043	JOYAL C		
3.	813819114060	MUGUNDHAN S		
4.	813819114061	MUKESH M		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be thework done by the above students and then evaluated on ೭೦ / ೦೬ / ೩೦೭೭

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S.NO	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1	813819114030	G . DINESH KUMAR	DESIGN AND FABRICATION OF SEMI AUTOMATIC FLOOR CLEANING MACHINE	DR.R.REKHA, ASSOCIATE PROFESSOR
2	813819114031	G . DINESH KUMAR		
3	813819114032	B . GIRIHARAN		
4	813819114055	K . MITHUNKUMAR		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING

Branch : Mechanical Engineering

Semester : VI

.o.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
	813819114049	R. KISHAN	DESIGN AND FABRICATION OF MECHANICAL VENTILATOR	Ms.R.S. SHIVA RANJANI M.E. ASSISTANT PROFESSOR
	813819114035	M.GOPI		
	813819114027	M.DESIGAN		
	813819114028	M.DHAMOTHARAN		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students

and then evaluated on 20.6.22 (AN)

INTERNAL EXAMINER
EXAMINER

EXTERNAL
EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114034	S. GOKUL	DESIGN AND FABRICATION OF SOLENOID PISTON MOVEMENT	Dr. M.R. ANANTHA PADMANABAN, M.E., Ph.D Associate Professor
2.	813819114058	N. MOHAMMED FAZIL		
3.	813819114022	R.B.N. BHAVAN		
4.	813819114047	S. KESORE KUMAR		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATION OF EVALUATION

College Code : 8138

College Name: SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli-12

Branch : Mechanical Engineering

Semester : VI

S. No	Register Number	Name of the Student	Title of the Project	Name of the Supervisor with Designation
1.	813819114021	BALAVINAYAK VM	DESIGN AND FABRICATION OF ROTATING AND TILTING VICE	Dr. A. MERCY VASAN M.E, Ph. D ASSOCIATE PROFESSOR
2.	813819114127	KHAJA MOINUDEEN K		
3.	813819114134	SANJAY S		
4.	813819114054	MARIMUTHU R		

The thesis of the project work submitted by the above students in partial fulfilment of the award of the degree of Bachelor of Engineering in Mechanical Engineering under Anna University, Chennai was confirmed to be the project done by the above students and evaluated on 20/06/2022

INTERNAL EXAMINER **EXTERNAL EXAMINER**

CERTIFICATE OF EVALUATION

College Code : **8138**

College Name : **SARANATHAN COLLEGE OF ENGINEERING, Tiruchirapalli**

Branch : **Mechanical Engineering**

Semester : **VI**

S. NO.	Register Num	Name of the Student	Title of the Project	Name of the Superviser with Designation
1.	813819114018	M.Bala gangatharan	DESIGN AND FABRICATION OF AUTOMATIC SKETCHING MACHINE	Mr.A.RANJITHRAJ M.E ASSISTANT PROFESSOR
2.	813819114052	B.Lokeshwaran		
3.	813819114013	R.Aravindhan		
4.	813819114020	R.Balarajasurya		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : Saranathan college of enginnering, Tiruchirappalli.

Branch : Mechanical Engineering

Semester : VI

o.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
	813819114023	BODHIRAM M.B	DESIGN AND FABRICATION OF AUTOMATIC WRITING MACHINE	Mr. A. RANJITH RAJ. ASSISTANT PROFESSOR.
2	813819114024	CHANAKYA M		
	813819114041	JAIRUS S		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

Sl. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor
1.	813819114044	U. KARTHIKESH	DESIGN AND FABRICATION OF JIG FOR HOLLOW CYLINDER	Dr N. BASKAR
2.	813819114045	J KANNAN		
3.	813819114048	K. KIRTHIK		
4.	813819114051	D. LOKESH		

The thesis of the project work submitted by the above students in partial fulfilln of Engineering in award of the degree of Bachelor of Engineering in Mechanical E confirmed to be the work done by the Chennai was confirmed to be the work done b

20/6/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, TIRUCHIRAPPALLI.

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114017	K. BABURAJ	DESIGN AND FABRICATION OF DOUBLE AXIS WELDING	Dr. R. REKHA, M.Tech., Ph.D ASSOCIATE PROFESSOR
2.	813819114026	R. DEEPAMANI		
3.	813819114038	K. HARI KARAN		
4.	813819114042	R. JAISRIRAM		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022.

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114015	S.R. ARUMUGA VIGNESH	DESIGN AND FABRICATION OF DNA SHAPE WINDMILL	Mr. K. AMARNATH ASSISTANT PROFESSOR
2.	813819114033	M. GIRISH KANNAH		
3.	813819114056	MI. MOHAMED AJMAL		
4.	813819114057	S. MOHAMED SHAHIR		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/6/22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code: 8138

College Name: SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester :

Register Number	Name of the Student	Title of the Project	Name of the Supervisor with Designation
813819114010	C.AMALRAJ	DESIGN AND FABRICATION OF THERMAL TEST CHAMBER	Ms.R.S.SHIVA RANJANI ASSISTANT PROFESSOR
813819114014	T.ARULARASU		
813819114038	V.HARIHARAN		
813819114053	V.MARCELL FRANKLINE		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20 / 06 / 2022

INTERNAL EXAMINER **EXTERNALEXAMINER**

CERTIFICATE OFEVALUATION

CollegeCode 8138

CollegeName : SARANATHAN COLLEGEOF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S.NO	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1	813819114005	K.AJAY ESHWAR	DESIGN AND FABRICATION OF MAGNETIC LEVITATION OF WIND TURBINE	Mr.S.VINOTH KUMAR, ASSITANT PROFESSOR
2	813819114011	P.ANBARASU		
3	813819114025	M.DEEPAK		
4	813819114059	A.MOHITH KUMAR		

he thesis of the project work submitted by the above students in partial fulfillment for the ward of the degree of Bachelor of Engineering in Mechanical Engineering of Anna niversity, Chennai was confirmed to be the work done by the above students and then aluated on 25 / 06 /2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S.No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114006	AJAYKUMAR K	DESIGN AND FABRICATION OF GEARLESS ANGULAR POWER TRANSMISSION SYSTEM	Mr. P. JOTHI PALAVESAM, M.E, ASSISTANT PROFESSOR
2.	813819114007	AKASH K		
3.	813819114009	AKILAN P		
4.	813819114046	KARTHI M		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/06/2022

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114004	M.ADHARSH NIJASTAN	DESIGN AND FABRICATION OF LOW COST PROFILE PROJECTOR USING LED LIGHT	Dr.G.MAHESH ASSOCIATE PROFESSOR
2.	813819114012	S.ARAVINDH		
3.	813819114019	S.BALAJI		
4.	813819114039	S.HARISH		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/4/22

INTERNAL EXAMINER

EXTERNAL EXAMINER

CERTIFICATE OF EVALUATION

College Code : 8138

College Name : SARANATHAN COLLEGE OF ENGINEERING, Tiruchirappalli.

Branch : Mechanical Engineering

Semester : VI

S. No.	Register Number	Name of the Student	Title of the Project	Name of the supervisor with designation
1.	813819114001	ABDUL RAHMAN M	DESIGN AND FABRICATION OF EMBOSSING MACHINE USING LEVER MECHANISM	Mr. S. PARAMAGURU ASSISTANT PROFESSOR
2.	813819114002	ABINAYA R		
3.	813819114003	ABISHEIK S		
4.	813819114040	HEMAPRIYA P		

The thesis of the project work submitted by the above students in partial fulfillment for the award of the degree of Bachelor of Engineering in Mechanical Engineering of Anna University, Chennai was confirmed to be the work done by the above students and then evaluated on 20/6/2022

20/06/22

INTERNAL EXAMINER

P. Parry

EXTERNAL EXAMINER

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
Approved by AICTE & Affiliated to Anna University, Chennai.
Panjappur, Tiruchirappalli – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A STUDY ON EMPLOYEE SATISFACTION TOWARDS WELFARE MEASURES IN NAGA LIMITED, DINDIGUL." is the bonafide research work carried out by **K.ABINAYA**(Register No.813820631001) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
Saranathan College of Engg.,
Trichirapalli - 620 012.

Viva –voce held on 06/09/22

Signature of the Internal Examiner

Name:

Signature of the External Examiner

Name:

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
Approved by AICTE & Affiliated to Anna University, Chennai.
Panjappur, Trichy – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A STUDY ON EFFECTIVE TEAM MANAGEMENT PRACTICE at GEECO ENERCON PVT LTD "is the bonafide research work carried out by ADHILAKSHMI.N (813820631002) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
Saranathan College of Engg.,
Trichirapalli - 620 012.

Viva – Voce examination held on ....06/09/22.....

Signature of Internal Examiner

Signature of the External Examiner

Name:

Name: Dr. M. Ravichandran

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
Approved by AICTE & Affiliated to Anna University, Chennai.
Panjappur, Tiruchirapalli – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON CUSTOMER RETENTION STRATEGIES AT SRI LAKSHMI MOTORS (MULTI-BRAND CAR SERVICE CENTER) TRICHY**" is the bonafide research work carried out by **ADITTIYA MUGHIL G** (Register No.813820631003) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
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Viva –voce held on 06/09/22

Signature of the Internal Examiner

Name:

Signature of the External Examiner

Name: Dr. M. Ramachandran

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON INVENTORY MANAGEMENT AT BUNGE INDIA PRIVATE LIMITED - TRICHY**" is the bonafide research work carried out by **R.AKSHAYA** (Register No.813820631004) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
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Signature of the Internal Examiner

Name:

Signature of the External Examiner

Name: Dr. M. Ramachandran

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Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON IMPROVING SUSTAINABLE COMPETITIVENESS OF SERVICE QUALITY WITHIN AIR CARGO TERMINALS. – TIRUCHIRAPALLI.**" is the bonafide research work carried out by **Ms. A. ANEES RABIYA** (Register No.813820631005) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

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H.O.D. (MBA)
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Viva –voce held on 06/09/22

Signature of the Internal Examiner

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DEPARTMENT OF MANAGEMENT STUDIES

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Panjappur, Trichy – 620012 Ph : 8489915213

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A STUDY ON RISK AND RETURN ANALYSIS OF SELECTED 10 STOCK IN NIFTY 50 WITH SPECIAL REFERENCE TO NATIONAL STOCK EXCHANGE " is the bonafide research work carried out by ARAVIND KUMAR.R (813820631006) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
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Viva – Voce examination held on .....06/09/22.....

Signature of Internal Examiner

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Signature of the External Examiner

Name: Dr. M. Ravichandran

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Panjappur, Tiruchirappalli – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled **"A STUDY ON ORGANIZATIONAL CULTURE AND IT'S IMPACT ON EMPLOYEE PERFORMANCE AT HYUNDAI MOTOR INDIA LTD, SRIPERUMBUDUR"** is the bonafide research work carried out by **D.ARUNA** (Register No.813820631007) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
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Viva –voce held on 06/09/22

Signature of the Internal Examiner

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Panjappur, Trichy – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Summer Training Report entitled "A STUDY ON EMPLOYEE RETENTIONSTRATEGIES at GEECO ENERCON PVT LTD " , TRICHY is the bonafide research work carried outby BALASUBRAMANIAN.V (813820631008) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project hasnot formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department
H.O.D. (MBA)
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Viva – Voce examination held on ..06/09/22.....

Signature of Internal Examiner

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Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON FACTOR INFLUENCING CUSTOMER'S BRAND LOYALTY TOWARDS MALLIKA FURNITURE AND ELECTRONICS - THANJAVUR**" is the bonafide research work carried out by **P.BAVITHRA LAKSHMI** (Register No.813820631009) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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DEPARTMENT OF MANAGEMENT STUDIES
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Date 29.08.2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled **"A STUDY ON EFFECTIVE RECRUITMENT AND SELECTION PRACTICES IN VDART TECHNOLOGIES , TRICHY"** is the bonafide research work carried out by **CHITTU T** (Register No.813820631010) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Date 29-08-2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON EMPLOYEE ENGAGEMENT PRACTICES AT SRI LAKSHMI MOTORS TRICHY**" is the bonafide research work carried out by **DHANYA KM** (Register No.813820631011) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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DEPARTMENT OF MANAGEMENT STUDIES
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Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON FACTOR INFLUENCING CUSTOMER SATISFACTION TOWARDS ROYAL ENFIELD BULLET WITH SPECIAL REFERENCE TO CONSUMERS AT TIRUCHIRAPPALLI CITY**" is the bonafide research work carried out by **M. DHIVAKAR** (Register No.813820631012) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2021-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of the Head of the Department

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled " **A STUDY ON QUALITY OF WORK LIFE IN JOSEPH EYE HOSPITAL TRICHY**" is the bonafide research work carried out by **DHIVYASHREE S** (Register No.813820631013) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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H.O.D. (MBA)
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Trichirapalli - 620 012.

Viva –voce held on 06/09/22

Signature of the Internal Examiner

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Signature of the External Examiner

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SARANATHAN COLLEGE OF ENGINEERING

DEPARTMENT OF MANAGEMENT STUDIES

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Panjappur, Tiruchirappalli – 620012 Ph : 8489915213

Date 29/08/2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled **"A STUDY ON ASSESSMENT OF SERVICE QUALITY AT PUBLIC SECTOR BANKS WITH SPECIAL REFERENCE TO TIRUCHIRAPPALLI CITY."** is the bonafide research work carried out by **J.GEORGE BRITTO** (Register No.813820631014) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
Saranathan College of Engg.,
Trichirapalli - 620 012.

Viva –voce held on 06/09/2022

Signature of the Internal Examiner

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Signature of the External Examiner

Name: Dr. Ramachandran.

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
Approved by AICTE & Affiliated to Anna University, Chennai.
Panjappur, Tiruchirappalli – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON EMPLOYEE JOB SATISFACTION AND ITS IMPACT ON ORGANIZATION COMMITMENT IN PAFT FINANCE LIMITED TRICHY**" is the bonafide research work carried out by **J.GUNA SRI** (Register No.813820631015) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
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Viva –voce held on 06/09/22

Signature of the Internal Examiner

Name:

Signature of the External Examiner

Name: Dr. M. Ravichandran

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DEPARTMENT OF MANAGEMENT STUDIES
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Panjappur, Tiruchirappalli _ 620012 Ph : 8489915213

Date 29/08/2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled **"A STUDY ON INVENTORY MANAGEMENT AND CONTROL IN HYUNDAI MOTORS INDIA LTD"** is the bonafide research work carried out by Harini.R(Register No.813820631016) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associateship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

H.O.D. (MBA)
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Signature of the internal examiner

Name:

Signature of the external examiner

Name: Dr. T. Ramachandran

SARANATHAN COLLEGE OF ENGINEERING
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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON STRATEGIES FOR BOOSTING EMPLOYEE MORALE IN PL.A. MOTORS, TRICHY**" is the bonafide research work carried out by **S. HARINI** (Register No.813820631017) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associateship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

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H.O.D. (MBA)
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Signature of the Internal Examiner

Name: Mr. Selvam M.E.

Signature of the External Examiner

Name: Dr. M. Ravichandran

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON SUPPLY CHAIN PERFORMANCE IN SMG INDUSTRIES, COIMBATORE** is the bonafide research work carried out by **A.HARISH** (Register No.813820631018) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of the Head of the Department

H.O.D. (MBA)
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Viva -voce held on 06/09/22

Signature of the Internal Examiner

Name: Mr. Lorm Cuts

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Name: Dr. M. Ramesh

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A STUDY ON EMPLOYEE CITIZENSHIP BEHAVIOR AND ITS IMPACT ON ORGANIZATION PERFORMANCE AT ITC,ICML" is the bonafide research work carried out by **HARSHAVARDHINI PADMAJA. V** (Reg No.813820631019) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associateship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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H.O.D. (MBA)
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Name: Dr. N. Ramesh Jawahar

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DEPARTMENT OF MANAGEMENT STUDIES
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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON TOTAL QUALITY MANAGEMENT PRACTICES WITH REFERENCE TO ARROW TEX, TIRUPPUR**" is the bonafide research work carried out by **G. IYYAPPAN** (Register No.813820631020) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020 - 2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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H.O.D. (MBA)
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Signature of the Internal Examiner

Name:

Signature of the External Examiner

Name: Dr. M. Ramachandran

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DEPARTMENT OF MANAGEMENT STUDIES
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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled " **A STUDY ON EMPLOYEE ENGAGEMENT AT CIEL HR SERVICE PVT LTD-TAMILNADU"** is the bonafide research work carried out by **S. JAYASRI** (Register No.813820631021) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2021-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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H.O.D. (MBA)
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Viva –voce held on 6/9/22

Signature of the Internal Examiner

Name: B.S. CHANDRA MOULI

06/09/2022

Signature of the External Examiner

Name: Dr. G. Balamurugan

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DEPARTMENT OF MANAGEMENT STUDIES
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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON ORGANISATIONAL CITIZENSHIP BEHAVIOUR OF HCL LIMITED – CHENNAI**" is the bonafide research work carried out by **J.JERMI EVANGELIN** (Register No.813820631022) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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H.O.D. (MBA)
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Name: B.S. CHANDRA MOULI

06/09/2022

Signature of the External Examiner

Name: Dr. G. Balamurugan

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
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Panjappur, Trichy – 620012 Ph : 8489915213

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This is to certify that the Project Work entitled "A STUDY ON FINANCIAL PERFORMANCE OF FMCG COMPANIES" is the bonafide research work carried out by KASTHURI RANGAN.S (813820631023) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of the Head of the Department

H.O.D. (MBA)
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Viva – Voce examination held on ...6/9/22.....

Signature of Internal Examiner

Name: B.S. CHANDRA MOULI

Signature of the External Examiner

6/09/22

Name: Dr. G. Balamurugan

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Date.....

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This is to certify that the Project Work entitled "**A STUDY ON IMPACT OF CRM ON CUSTOMER LOYALTY AND SATISFACTION WITH SPECIAL REFERENCE TO MALLIKA FURNITURE - THANJAVUR**" is the bonafide research work carried out by **R.KEERTHANA** (Register No.813820631024) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

Signature of the Head of the Department

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Trichirapalli - 620 012.

Viva –voce held on 6/9/22

Signature of the Internal Examiner

Name: B.S.CHANDRA MOULI

Signature of the External Examiner

Name: Dr. G. Balamurugan

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
Approved by AICTE & Affiliated to Anna University, Chennai.
Panjappur, Tiruchirappalli – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON INCENTIVE PRACTICES AND ITS IMPACT ON EMPLOYEES** "IN TVS MOBILITY PVT LTD IN TRICHY is the bonafide research work carried out by **A.KEYRTHANAA** (Register No.813820631025) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Name: B.S. CHANDRA MOULI

Signature of the External Examiner

Name: Dr. G. Balamurugan

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DEPARTMENT OF MANAGEMENT STUDIES
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Panjappur, Tiruchirappalli – 620012 Ph : 8489915213

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON CUSTOMER SATISFACTION WITH RETURNABLE LOGISTICS IN ONLINE SHOPPING OF FASHION GOODS**" is the bonafide research work carried out by **M.KOLAPPAN KARTHIK** (Register No.813820631026) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Name: B.S.CHANDRA MOULI

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Name: Dr. G. Balamurugan

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DEPARTMENT OF MANAGEMENT STUDIES

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Panjappur, Trichy – 620012 Ph: 8489915213

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A STUDY ON CUSTOMER EVALUATION OF LOGISTICS SERVICE QUALITY OF E-COMMERCE COMPANIES" is the bonafide research work carried out by LOGESH R (813820631027) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of Internal Examiner

Name: B.S CHANDRA MOULI

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON WORK LIFE BALANCE AMONG EMPLOYEES OF GHCL LTD (UNIT SREE MEENAKSHI MILL) MANAPARAI TRICHY**" is the bonafide research work carried out by **R.MAHESWARI** (Register No.813820631028) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Name: B.S.CHANDRA MOULI

Signature of the External Examiner

Name: Dr. G Balamurugan

SARANATHAN COLLEGE OF ENGINEERING

DEPARTMENT OF MANAGEMENT STUDIES

Approved by AICTE & Affiliated to Anna University, Chennai.

Panjappur, Trichy – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A STUDY ON EMPLOYEE WORK CULTURE AFTER COVID-19 AT TEFUGEN TECHNOLOGY Pvt Ltd in Trichy " is the bonafide research work carried out by MOHANRAJ.T (813820631029) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partialfulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for theaward previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

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H.O.D. (MBA)
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Viva – Voce examination held on 6/9/22

Signature of Internal Examiner

Name: B.S. CHANDRA MOULI

Signature of the External Examiner

Name:

SARANATHAN COLLEGE OF ENGINEERING

DEPARTMENT OF MANAGEMENT STUDIES

Approved by AICTE & Affiliated to Anna University, Chennai.

Panjappur, Trichy – 620012 Ph : 8489915213

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A STUDY ON RISK AND RETURN FOR THE SELECTED STOCK OF IT SECTOR WITH REFERENCE TO NSE INDIA"is the bonafide research work carried out by NAVEEN KUMAR V(813820631030) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

Signature of the Guide

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Signature of Internal Examiner

Name: B.S.CHANDRA MOULI

Signature of the External Examiner

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Panjappur, Tiruchirapalli – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON CUSTOMER SATISFACTION TOWARDS TOYOTA CARS WITH SPECIAL REFERENCE TO COIMBATORE ANAAMALAIS AGENCIES PVT LTD-TRICHY**" is the bonafide research work carried out by **M. NAWFAL FAHD** (Register No.813820631031) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2021-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Viva –voce held on 6/9/22

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Name: B.S.CHANDRA MOULI

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Date 29/08/2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON CUSTOMER SATISFACTION TOWARDS ONLINE SHOPPING WITH SPECIAL REFERNCE TO TIRUCHIRAPPALLI CITY** is the bonafide research work carried out by **R.PRAVEENKUMAR** (Register No.813820631032) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled **"A STUDY ON ASSESSMENT OF SERVICE QUALITY AND ITS IMPACT ON CUSTOMER SATISFACTION WITH REFERENCE TO SRI LAKSHMI MOTORS TRICHY"** is the bonafide research work carried out by **P. RAGUL** (Register No. 813820631033) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON CUSTOMER PERCEPTION TOWARDS AFTER SALES SERVICE WITH SPECIAL REFERENCE TO NOBROKER LTD.,- CHENNAI**" is the bonafide research work carried out by **RENGARAJAN.N** (Register No.813820631034) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT PRACTIES AT RANE BRAKE LININGS, TRICHY**" is the bonafide research work carried out by **R. Reshma shamili** (RegisterNo.813820631035) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Name: B.S. CHANDRA MOULI

Signature of the External Examiner

Name: Dr. G. Balamurugan

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DEPARTMENT OF MANAGEMENT STUDIES
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Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON CUSTOMERS SATISFACTION TOWARDS SUPPLY CHAIN PERFORMANCE IN GSG LOGISTICS PRIVATE LIMITED CHENNAI**" is the bonafide research work carried out by **N.RUDRAN** (Register No.813820631036) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Panjappur, Trichy – 620012 Ph : 8489915213

Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A COMPARITIVE STUDY ON KEY PERFORMANCE INDICATORS OF NON-BANKING FINANCE COMPANIES WITH REFERENCE TO TVS CREDIT SERVICES LIMITED, CHENNAI" is the bonafide research work carried out by SABARISH SRI HARI.C (813820631037) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Date.....

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON EMPLOYEE ABSENTEEISM IN GOKILAA GAARMENTS, TIRUPUR**". is the bonafide research work carried out by **S.SAKTHIVEL** (Register No.813820631038) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON CONSUMER BRAND AWARENESS ABOUT BAJAJ FINSERV WITH SPECIAL REFERENCE TO CONSUMER AT CHENNAI CITY**" is the bonafide research work carried out by **G.SATHIYAN** (Register No.813820631039) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Name: B.S.CHANDRA MOULI

Signature of the External Examiner

Name: Dr. G. Balamurugan

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BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON EMPLOYEE SATISFACTION AT RANE BRAKE LINING,TRICHY**" is the bonafide research work carried out by **S.SHIRPA**(Register No.813820631040) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of the External Examiner

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DEPARTMENT OF MANAGEMENT STUDIES

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Panjappur, Trichy – 620012 Ph: 8489915213

Date..29.08.2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "A STUDY ON EMPLOYEE ABSENTEEISM AT ZF RANE AUTOMOTIVE INDIA PVT. LTD" is the bonafide research work carried out by SIVANI M (813820631041) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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H.O.D. (MBA)
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Viva – Voce examination held on .....06.09.2022.....

Signature of Internal Examiner

Name:

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Name: E. Prasanna, AP/

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DEPARTMENT OF MANAGEMENT STUDIES

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Panjappur, Trichy – 620012 Ph : 8489915213

Date. 29/08/2022

BONAFIDE CERTIFICATE

This is to certify that the Summer Training Report entitled "A STUDY ON AGILE PROJECT MANAGEMENT AND RESOURCE ALLOCATION AT TEFUGEN PRIVATE LTD" is the bonafide research work carried out by SRIRAM.V (813820631042) of Department of Management Studies, Saranathan College of Engineering, Trichy, during the academic period (2020-2022), in partial fulfilment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Viva – Voce examination held on ....06/09/2022.....

Signature of Internal Examiner

Name: Dr. V. Mahalakshmi

Signature of the External Examiner

Name: E. Praveena 18108 00.8

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Date. 29/08/2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON RECRUITMENT AND SELECTION PROCESS, CERATIZIT-BANGALORE**" is the bonafide research work carried out by **K.SUBA** (Register No.81382063143) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of the Internal Examiner

Name: Dr. V. Mahalakshmi.

6/9/22

Signature of the External Examiner

Name: E. Prabanna 8/9/2022

SARANATHAN COLLEGE OF ENGINEERING
DEPARTMENT OF MANAGEMENT STUDIES
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Panjappur, Tiruchirappalli – 620012 Ph : 8489915213

Date. 29/08/2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled **"A STUDY ON EMPLOYEE ENGAGEMENT IN CERATIZIT PVT LTD INDIA-BANGALORE"** is the bonafide research work carried out by **K.THILAGAVATHI** (Register No.813820631044) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of the Internal Examiner

Name: Dr. V. Mahalakshmi.

Signature of the External Examiner

Name: E. Praveena 8108008

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Panjappur, Tiruchirappalli – 620012 Ph : 8489915213

Date. 29/08/2022

BONAFIDE CERTIFICATE

This is to certify that the Project Work entitled "**A STUDY ON CUSTOMER AWARENESS TOWARDS AUTO LPG CONVENTION KIT FOR PETROL VEHICLE IN SHRI AMMANI ENTERPRISE – TRICHY (KR FUELS)**" is the bonafide research work carried out by **S.VENKITA KRISHNAN** (Register No.813820631045) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2020-2022), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of the Internal Examiner

Name: Dr. V. Mahalakshmi.

6/9/2022

Signature of the External Examiner

Name: P. Praveena 8108008

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DEPARTMENT OF MANAGEMENT STUDIES
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Date..29/08/2021

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This is to certify that the Project Work entitled "**A STUDY ON EMPLOEE WELFARE MEASURES AT GHCL – (UNIT - SREE MEENAKSHI MILLS) MANAPPARAI, TRICHY**" is the bonafide research work carried out by **S.PRIYADHARSHINI** (Register No.813817631035) of MASTER OF BUSINESS ADMINISTRATION, Department of Management Studies, Saranathan College of Engineering, Tiruchirappalli, during the academic period (2017-2019), in partial fulfillment of the requirements, for the award of the Degree of Master of Business Administration and that the project has not formed the basis for the award previously of any Degree, Diploma, Associate ship, Fellowship or any other similar title, and that the dissertation represents entirely an independent work on the part of the candidate.

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Signature of the Internal Examiner

Name: Dr. V. Mahalakshmi.

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