



SARANATHAN COLLEGE OF ENGINEERING

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

DEPARTMENT OF INSTRUMENTATION AND CONTROL ENGINEERING

Venkateshwara Nagar, Panjappur, Tiruchirapalli - 620 012, Tamil Nadu, India

Placement, Higher studies and Entrepreneurship

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Venkateshwara Nagar, Panjappur, Tiruchirapalli - 620 012, Tamil Nadu, India.

Academic year 2019-2020

S.No	Reg No	Student Name	Company Name
1	813816112001	AAKASH. R	Tenpath
2	813816112002	ABBAS ABDUL SALAM. S	WICE
3	813816112003	AKSHAYA. B	Honeybees Technologies
4	813816112004	ALAN RODDICK. S	WICE
5	813816112005	ANITHA. S	SyncSols
6	813816112006	ATCHAYA. G	Sha Technologies
7	813816112010	DHARSHINI. C.S	Honeybees Technologies
8	813816112012	DHIVYAA. R. K	Infosys
9	813816112015	HARIHARAN. R.G	SyncSols
10	813816112016	HEMALATHA. K	Mitsuba Private Limited
11	813816112017	IRFHANNA AMEER. B	Zentron Labs
12	813816112019	JAYASHREE PRIYADHARSHINI. J	Infosys
13	813816112022	KIRTHIKA. G	Zentron Labs
14	813816112023	KISHORE. S	Tenpath
15	813816112026	LOGESHWARI. S	Mitsuba Private Limited
16	813816112028	MILAN PATEL. R	SyncSols
17	813816112029	MOHAMED ASHIK. A	Wipro
18	813816112031	NAINA MOHAMED. M	Tenpath
19	813816112032	NIVASHNI DEVI. G	CSS Corp
20	813816112036	RAVIENDREN.P K	VI Solutions
21	813816112037	RUKMANI. N	Mitsuba Private Limited
22	813816112039	SANCHHALI. R.S	Honeybees Technologies
23	813816112041	SARAN KUMAR. R.S	TCS
24	813816112043	SARANYA DEVI. R	NI User Industries
25	813816112046	SUBASRI. G	Sri Marg Human Resource Pvt Ltd
26	813816112048	SUDHERSHANAN. C	Ethnus
27	813816112049	SURYAPRAKASH. S	SyncSols
28	813816112050	TEENA. S	NI User Industries
29	813816112051	VENU BALAN. T	IVTL Infoview
30	813816112054	VISWESWARAN. S	WICE
31	813816112055	YAAMINI. A	Mitsuba Private Limited
32	813816112302	RAGUL R	Infosys
33	813816112303	SAKTHIVEL B	E-Con Systems India Private Limited



Intern/offer.letter.No: OPTI/034/2018

14/12/2018

INTERNSHIP OFFER LETTER

Greetings from Optithought, Chennai!

We hereby would like to inform that **Ms. AnuPriyadharshini** is selected as an Intern in the post of “Trainee Engineer” for duration of four months effective from 19th December 2018 to 18th April 2019.

Our Internship program is basically been designed to evaluate fresh engineers and hire quality resources only based on performance & personal values, subject to availability of an open position. This transfer could happen anytime within your internship post course completion. This internship offered to you is subject to termination without notice, if found to be violating our value system or in hindrance to the performance of other employees. Internship certificate will be provided only upon successful completion of Internship or after signing a hire agreement with us.

We understand that you have not signed up for employment till date and shall not take up employment or accept an offer for employment with any other company without notifying us in writing, since we plan to offer you a permanent role in our organization , however not guaranteed and will be based on your performance.

Your joining us on a permanent role will be purely based on your performance and will be offered on a different offer letter post our decision to hire.

NOTE:

Internship Timings: Monday-Friday (9.30 am to 5.30pm)

Best wishes

For OPTITHOUGHT,

Authorized Signatory
Director

MINUTES OF MEETING HELD BETWEEN M/S.SAJAS ELECTRICALS AND M/S.BHEL-BAP, RANIPET FOR ESP PG TEST AT KOLAGHAT THERMAL POWER STATION U#5

Date: 19.02.2020

PLACE: KOLAGHAT, W.B.

UNIT NO: # 5

W/O Ref No: BAP: FES: PG Test outsourcing: WO: 008 Dt. 23 07 2019

Members Present: -

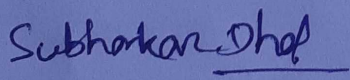
M/s. BHEL-RANIPET

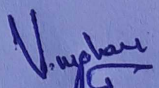
1. Mr. Subankar Dhal.

M/s. SAJAS Electricals

1.Mohan V
2.Arjun M

- M/s. SAJAS Electricals Engineers (2 Persons) reported to KTPS site on 13.02.2020.
- PG test pre and posttest works were performed during the period of 13.02.2020 to 19.02.2020.
- 13.02.2020: Material Receipt, Checking and Pocket verification.
- 14.02.2020: Kit Assembling and Local purchase.
- 15.02.2020: Trial test at Outlet pass A.
- 16.02.2020: Leak Check and equipment testing.
- 17.02.2020: Thimble initial weighing and Trial Test at Inlet & Outlet of Pass A.
- 18.02.2020: Actual test performed at A, B, C, D PASS and final weighing.
- 19.02.2020: Kit disassembly, Packing and Report Preparation.
- After successful completion of PG test at KTPS site M/s.SAJAS Electricals engineers left the site on 19.02.2020.


M/s.BHEL-BAP. 19.2.20
Electricals.


M. V.
M/s. SAJAS



PROPELLER TECHNOLOGIES Pvt.Ltd

Formulation of Kid Technopreneurs

Date: 18 / 03 /2019

Dear ASHWIN SHIVRAM R.H. ,

Propeller Technologies is pleased to extend an offer to you for the position of Developer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, you will be eligible to all the company benefits upon conformation.

Your employment with Propeller Technologies is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on March 31st.

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!

Sincerely,

N.Salman

Human Resources

I hereby accept this DEVELOPER position.

Signature : 

Date : 28.03.2019

Tamil Nadu, Kerala, Andhra Pradesh

www.propellertechnologies.in || propellertechs@gmail.com || +91-7338710091, +91-7502006136



PROPELLER TECHNOLOGIES Pvt.Ltd

Formulation of Kid Technopreneurs

Date: 18 / 03 / 2019

Dear AZHAGU VIGNA RAJAN . M ,

Propeller Technologies is pleased to extend an offer to you for the position of Developer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, you will be eligible to all the company benefits upon conformation.

Your employment with Propeller Technologies is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on March 31st.

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!

Sincerely,

N.Salman

Human Resources

I hereby accept this Developer position.

Signature : Azhagu Rajan . M

Date : 25/03/19

Tamil Nadu, Kerala, Andhra Pradesh

www.propellertechnologies.in || propellertechs@gmail.com || +91-7338710091, +91-7502006136

February 13, 2020

Mr. Barathwaj Raghavan
Ph: 88702 94937

Sub: Offer Letter

Dear Barathwaj,

Congratulations!

We refer to your candidature and further to our mutual discussions, we are glad to offer you the position of **Associate Test Engineer at Maples Imaging Solution Private Limited, Chennai**, ("Maples Imaging") on following terms & conditions:

1. You will be eligible for an Annual Compensation of Rs. 325,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) in which annual Fixed Compensation is Rs. 300,000/- (Rupees Three Lakhs Only) and Variable Compensation is Rs. 25,000/- (Rupees Twenty-Five Thousand Only). The break-up of your Fixed Compensation is detailed in **Annexure- A of this Offer Letter**.
2. Your employment with us will be governed by terms and conditions referred in **Annexure- B and Annexure-C** annexed to this 'Offer Letter. Kindly note that these terms and conditions are subject to modifications, which you are expected to abide at all times, during the term of your employment with Maples Imaging.
3. You are required to acknowledge your acceptance of the offer on or before **February 14, 2020** failing which, the offer contemplated herein will be considered null and void. Any request for extension of the joining date will be valid only if confirmed in writing by the Company.
4. Your appointment shall be considered valid with effect from your date of joining.
5. Your date of joining will be February 17, 2020.
6. You will be based out of our Chennai office as per our current business requirements.
7. Kindly acknowledge your acceptance to the offer contemplated herein by duly signing the duplicate copy of this offer on all the sheets and returning the same, confirming your date of joining, to **Human Wellbeing Department, Maples Imaging Solution Private Limited**.
8. You are requested to report at 10:30 am on the confirmed date of joining, to complete the joining formalities. At the time of joining, you are requested to submit the copies of the documents listed in **Annexure – D** annexed to this 'Offer Letter'.

We look forward to you joining us. We are confident that we will be able to present you with an exciting and challenging career with commensurate rewards.

In case you need further clarifications, please contact the Human Wellbeing Department of the Company.

Thanking you,

For **Maples Imaging Solution Pvt Ltd**

Sri Priya Sriram
Vice President – HR

Accepted to the Terms and Conditions:

Signature : _____

Date : _____

Maples Imaging Solution Private Limited

2nd Floor, Core 2, Module No. 2L, Pacifica Tech Park, Survey No. 76,
No. 23 Rajiv Gandhi Salai, OMR Navalur, Chennai – 600 130

+91-44-6699-9696 | www.ant.works

CIN No: U74900PN2013PTC176432



ANNEXURE – A

COMPENSATION STRUCTURE

Your Total Cost to Company (TCTC) will be Rs. 325,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) the break-up of which is given below:

Fixed Components		
	Monthly (in Rs.)	Annual (in Rs.)
Basic	8750	105000
HRA	5250	63000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5074	60888
Gross Salary	21924	263088
Retirals:		
Provident Fund	1800	21600
Insurance	0	15312
Sub Total	1800	36912
A	CTC	23724
B	Annual Performance Bonus	25000
C	Total Cost to Company (A+B)	325000

Note:

1. Monthly/ Annual salary is subject to deduction of Provident Fund, Professional Tax and Income Tax as per applicable Govt. guidelines.
2. The components like HRA & Medical will be exempted from tax subject to producing the relevant bills and as per Income Tax rules.
3. Performance bonus will be paid on an annual basis as per company and individual performance. This bonus shall be guided by the Performance Management Policy of the organization. KPI's for the bonus payout will be provided post joining our organization.
4. You will be entitled for Gratuity as per the Gratuity Act.



ANNEXURE – B

TERMS & CONDITIONS

1. Employment Agreement (“Agreement”)

a) Code of Conduct:

The Company’s code of conduct is an important element of our culture and values (“Code of Conduct”). It is the fundamental responsibility of each employee (hereinafter sometimes referred to as “Employee”) to be aware of and to strictly comply with the Company’s Code of Conduct updated from time to time. The Code of Conduct outlines the basic principle of business ethics and legal requirements applicable to Company’s business. The Code of Conduct assists each Employee in making decisions thereby ensuring that the business of the Company is conducted with utmost integrity, honesty and diligence, as well as in accordance with statutory requirements.

b) Conflict of Interest:

Your position with the Company demands for a full-time employment with the Company and you hereby agree to devote yourself exclusively for the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business, during your employment with the Company. You shall always inform the Company, the happening or anticipated happening of any acts, event or circumstances, whereby your interest is in conflict with the interest of the Company and is prejudicial or derogatory to the working, operation and business of the Company. In case of any such conflict of interest, the interest of the Company shall prevail over your interest. This condition shall be valid during the tenure of your employment with the Company. The Company reserves the right to proceed with any action, legal or otherwise, against you and recover any and all damages, where any such interest is sought to be protected by you, independent of the Company.

2. Assignments/ Transfer/ Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training/ deputation/ secondment/ transfer/ assignments to its affiliates, Employee companies, client’s locations or third-party office whether in India or abroad at the discretion of the Company. In such case, the terms and conditions of the service applicable to the new assignment (if it warrants a change) will govern you. However, in the event of conflict, the terms and conditions contemplated herein shall prevail over such other terms and conditions.

In case of such travel, you shall not enter into any employment relationship or consulting venture with the Company’s clientele, including but not limited to, the competitor(s) of the Company, its sister companies or third parties related to the Company, directly or indirectly, as the case may be, in India or abroad for a period of three (3) months from the date of termination of your employment with the Company. However, this restriction with respect to Services and/or Products applies only to those Services rendered by you and/or Products sold by you or an office or unit of AntWorks Pte. Ltd. In which you worked or over which you had supervisory authority. This is to protect the confidentiality and Intellectual Property needs of the Company, which you acknowledge as important, unique and of its own kind.

You will be required to sign a service commitment agreement before proceeding on an “Overseas Assignment” to serve the company for a predetermined period of time. The duration will depend on the nature of assignment – training, system study etc. In the event of any breach of the said service commitment agreement the employee will be required to pay liquidated damages as specified in the service commitment agreement.



3. Passport

In view of the Company's business, all Employees are required to possess a valid passport. In case you do not hold one, you are requested to obtain the same, at your own expense and intimate the same to the Company's Human Resource Department immediately on/after joining the Company.

4. Probation Period and Notice Period

a) Notice Period at the time of probation

For the first Six [6] months of services, you are deemed to be on probation and during this period, you or the Company may terminate the contract of employment by providing thirty (30) days' notice in writing or salary in lieu thereof. However, the Company reserves the right to request service of notice or pay salary in lieu of. Employee's notice period waiver or payment in lieu will be at the sole discretion of the Company.

Note: You are deemed to be on the permanent rolls of the Company after the completion of mandatory six [6] months of probation period, unless notified. If notified, you will undergo a review meeting with respective reporting manager and delivery/business head in consultation with HR and will be put on Performance Improvement Plan for further review. This will be confirmed in writing unless (a) the Company issues a notice to the Employee extending the probation; or (b) the Employee or the Company issues a termination notice in the manner provided by the Company.

b) Notice Period post probation

After the expiry of the probation period or the extended probation period (if the same has been extended) you or the Company is entitled to terminate the contract of employment by giving sixty (60) days' prior written notice. However, the Company reserves the right to request service of notice as thirty (30) days or pay salary in lieu of. Employee's notice period waiver or payment in lieu will be at the sole discretion of the Company. In either case, the reporting manager in consultation with the Functional Head and HR would make the recommendation for Service of Notice Pay / Salary in lieu of Notice pay / Waiver of Notice Period.

5. Termination of employment

This contract of employment / Employment Agreement is "at will", meaning that the contract can be terminated by either party on any of the following grounds:

- a) In the normal circumstances, either Party may terminate this Agreement by serving sixty (60) days' written notice to the other Party failing which the defaulting party will pay salary (Gross) for the deficient notice period. Employee's notice period waiver or payment in lieu will be at the sole discretion of the Company.
- b) Unauthorized absence or absenteeism from work/duty without informing the Company for a continuous period of three (3) days would make you liable for a formal written warning from the Company. In case of continued or repeated absenteeism without permission of concerned officials of the Company or without providing any information to the concerned officials of the Company for a continuous period of seven (7) days, your employment shall be terminated as per Company's policy.
- c) In case of the disciplinary action by the Company against you for the violation of the Code of Conduct or violation of applicable policies of the Company from time to time or any other misconduct committed by you, the Company shall terminate your employment, with or without any further notice notwithstanding any other terms and conditions contained herein and no payment will be made for the deficient notice period. The Company further reserves the right to invoke other remedies, legal or otherwise, as it deems fit to protect its legitimate interests. In the event of termination, the Company reserves the right to recover from you or withhold from any amounts



payable to you at the time of such termination or subsequently, any money paid to you in advance by the Company or otherwise paid by the Company towards, including but not limited to, statutory charges including tax and expenses relating to relocation, travel, visas, immigration and attorneys' fees, recruitment fees, education incurred in connection with your employment and training by the Company.

- d) It is highly illegal to make copies or distribute copies of Company's copyrighted software, for any use without any authorization by the Company. The Company strongly discourage the illegal duplication of software which the Company has purchased for Company's internal/external use. The only exception is the employee's right to make backup copies for archival purposes, which should be within the Company Premises. In the event of any such breach by the employee, it will result in severe disciplinary action and possible termination of services by the Company.
- e) **Statement of Facts**
It must be specifically understood that the offer is made to you based on your proficiency in the Technical / Professional skills which you have declared to possess as per the documents submitted, representations made (express or implied) and application, and the ability to handle any assignment / job independently anywhere in India or abroad, as the case may be. In case, at a later date, any of the statements / particulars furnished by you are found to be false or misleading, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein and reserves the right to initiate legal proceedings against you for fraud and misrepresentation.
- f) **Reference Checks and Background Verification**
Your candidature is subject to the reference checks from any independent reference(s). The Company shall carry out reference checks before rolling out the offer. All the decisions, taken in this regard, are solely at the discretion of the management of the Company and are final and binding, without any further plea thereof. The Company always reserves the right to carry out a detailed background verification, either at time of joining the employment or during your employment depending upon the Company's client / business requirements, if any.

6. Intellectual Property Rights

All Intellectual Property Rights, including but not limited to, patents, copyrights, designs, trademarks and software developed by you during your employment with the Company (including the work done by you during the office hours using the Company infrastructure, or while performing or discharging official duties) shall be the sole and exclusive property of the Company and the same shall be deemed to be "the work made for hire". You shall not claim any ownership rights thereto and required to execute / sign such documents for this purpose of assigning such Intellectual Property, as and when required by the Company. Non-Assignment of such Intellectual Property would also be a construed as a ground for immediate termination of this Agreement without providing any notice of compensation thereof. All inventions or modifications/improvements and derivative works made by the employee during his/her term of employment with the Company shall remain the sole property of the Company whether patented/copyrighted or not.

7. Arbitration, Governing Law & Jurisdiction

All dispute or difference arising between the parties as to the effect, validity or interpretation of this Agreement or as to their rights, duties or liabilities hereunder (Disputes) shall be resolved by mutual discussion. In the event of failure to reach an amicable solution by both the parties within fifteen (15) days from the commencement of mutual discussions, such Dispute shall be referred to and settled by Arbitration by a sole Arbitrator, appointed by parties. The Arbitration proceedings shall be in accordance with the Indian Arbitration and Conciliation Act 1996. The venue of arbitration proceedings shall be Chennai.



This Agreement will be governed and construed in accordance with the laws of the Republic of India. Even though the Company may depute you overseas, for on-site work or to any other location within India, any dispute arising out of your employment will be under the jurisdiction of the Courts / Tribunal at Chennai. Any and all disputes arising from this Agreement and pertaining to your employment shall always be governed by the laws of the Republic of India and the Courts at Chennai shall have exclusive jurisdiction in the matter. For avoidance of the doubt, it is explicitly stated herein that this clause shall be valid and in full force even when the employee is deputed for on-site work outside and inside India.

8. Long Term Incentive

You are eligible to participate and be entitled to stock options in the company's ESOP plan in an amount commensurate with your role in the Company. The number of shares to be issued to you and beginning of vesting date will be determined at the first closest Board of Directors meeting date post your employment start date. The Company shall provide you with the scheme documentation as soon as possible post Board of Directors approval.

The granting of all compensation, as well as its amount, is at management's sole discretion and is contingent upon your individual performance. Guidelines & continued eligibility are determined annually and are subject to change from year to year.

9. Retirement Age

All Employees in the company shall retire on the attainment of normal retirement age fixed by the Company, which at present is sixty (60) years. The 'Date of Birth' provided by the employee at the time of joining the Company will be taken into consideration while calculating the retirement age.

10. General

- a) The above terms and conditions including those in Annexure – A (compensation structure) are based on Company's policies, procedures and other rules currently applicable in India as well as Overseas wherever applicable and are subject to amendments and adjustments from time to time. In all service matters, including those not specifically covered here such as Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as in force from time to time and subject to change as per the discretion of the Company, keeping the best interest of the Company and the employees in mind.
- b) The Company will release information regarding any change in policy or Code of Conduct of the Company after the change has been affected by the Company. It is the responsibility of each individual Employee be aware of the policies once released and informed and to comply with the policies from time to time.
- c) Your Remuneration is strictly confidential information between you and the Company and should not be shared with any third party without Company's prior written consent. The Company will also deduct Taxes as applicable.
- d) The Company reserves the right to alter or modify its working hours or to increase them so as to require you to work up to 45 hours in any week or up to 9 hours on any day. This is a position of continuous responsibility and does not entail payment of extra time or overtime.
- e) The employee hereby agrees that he/she will read and understand the ISMS policy of the Company and shall strictly adhere by the same. He/she is also aware that any violation of the ISMA policy irrespective of whether intentional or otherwise is misconduct and is liable to be punished as per the disciplinary action policy of the Company.



ANNEXURE – C

(NON DISCLOSURE/ NON COMPETE AGREEMENT)

The purpose of this document is to ensure confidentiality and secrecy of proprietary techno-commercial knowledge and trade related expertise vested with Maples Imaging Solution Pvt Ltd, to provide reasonable cover against risk, threat and exposure and for protection of Maples Imaging Solution Pvt Ltd business and to promote goodwill.

Employees who are signatories of this document wish to collaborate and / or co-operate with Maples Imaging Solution Pvt Ltd in providing the necessary services, expertise, skills & resources to oversee the successful completion of the project under purview and in their mutual interest.

The employer reserves the right to the supply of technical & commercial information as well as assistance of whatsoever nature to enable each party to discharge its duties and responsibilities pertaining to the project assignment / employment contract and strictly for the defined purpose.

All confidential information, trade secrets, and confidential programming or system development processes, know-how, or data of any kind whatsoever coming into existence and / or acquired by the Company or used by the Company or any employee or agent thereof during the period of employment and pertaining to the design, development and manufacture of the product licensed manufactured or otherwise dealt with the Company whether or not the information is marked or designated as confidential or proprietary shall be treated as confidential by the employee and he / she shall not use or disclose the same except without the express permission of the Company.

The employee shall treat all confidential information as confidential and shall not disclose it to any third party, except to the commonly addressed customer or client in the course of discharging his or her duty. The employee will disclose confidential information only when told to do so in writing or to his / her colleagues, peers, team members or third-party authorized staff who needs to know. Confidential information can also be disclosed to the Management, if it so warrants or is deemed necessary as part of apprising them on company operation and progress.

The employee shall neither directly or indirectly work or do consultancy or engage in any such services for any organization, company or firm which is a subsidiary or parent of a company which is in direct competition to the business of Maples Imaging Solution Pvt. Ltd., for a period of three months (3 Months) from the date of leaving the services of the company.

The employee further declares that he/she gives this Undertaking with the understanding that the Company has the full right to enforce the same for taking any appropriate legal action, including prosecution, against me if he/she do not abide by the same in its true spirit, either during the employment with the Company or thereafter.

This is to certify that I have fully read and understood all the terms and conditions mentioned in herein I hereby accept and agree to abide by them:

Name in full :

Signature, Date & Place :



ANNEXURE – D

At the time of joining, you are requested to bring the following documents in **original**, along with the photocopies of each:

1. Educational qualification:
Certificates supporting your educational qualifications along with marks sheets starting from X, XII, graduation/ diploma (if any) and above
2. Age proof:
Birth certificate/ Passport / schooling certificate in support of your age (preferably Matriculation Certificate)
3. Experience proof:
Service Certificate from the current employer and all prior work experience
4. Last drawn salary:
Latest salary slips or salary certificate from your current employer
5. Relieving letter from your current employer can be provided after your F&F settlement. However, please share your resignation email and other necessary documents as requested.
6. Form 16 or Taxable Income Statement duly certified by current employer (Statement showing deductions & Taxable Income with break-up)
7. 4 (Four) colored passport sized photographs
8. Valid Passport
9. Photo copies of PAN & Aadhar Card (Bring your originals for verification)

Note: The certificates supporting your educational qualifications along with mark sheets in original & passport are for verification only.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/ certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.





Job Offer from Stackentity Technologies

Inbox



Ranjith R 4 days ago
to me, Jana ▾



Dear Ganesh Kumar,

We are pleased to inform you that you have been selected for the position of “**Technical Support Executive**” at **Stackentity Technologies**, Trichy. We expect you to start your job on **01 July 2020** at Woraiyur office located in No13/54B, 2nd floor, New colony, Salai Road, Woraiyur, Trichy - 620 003 (Land Mark: Near Aishwarya hospital).

Congratulations!

If you choose to accept this offer, please reply the confirmation email to me before **30 June 2020**. Feel free to call us for your questions or concerns at (0431) - 4220882.

Best regards,
Ranjith R | General Manager
Stackentity Technologies
M: +91 96002 67135
<http://www.stackentity.com>

20-December-2018

Guru Prasaath V K
PAN: BXVPG3360E
no:6 Gandhi Salai, 7th Cross,
Kailashnagar, Kattur, Tiruchurapalli,
Tamil Nadu - 620019

Dear Guru Prasaath,

Welcome to Zomato!

We are excited to offer you a full-time position as **Sales Manager** in our **Launch team (Online Ordering)** at our **Tirupur** office. Your starting date will be **02-January-2019** subject to satisfactory verification of your credentials and background verification conducted by Zomato at its sole discretion.

In the event you do not have (a) a valid Permanent Account Number Card (PAN card); and/or (b) Aadhaar Card you should apply for the same at the earliest. In the event you fail to have a valid PAN card, Zomato is required to deduct 20% TDS or such amounts based on the average rate of income--tax at rates in force, whichever is higher, from your compensation as per the Indian Income Tax Act, 1961.

Principle terms of your employment with Zomato are as follows:

- a) **Compensation:** Your annual compensation will be **INR 580,000 (Rupees Five Lakhs Eighty Thousand only)**, subject to tax deductions at source, as applicable by law, which shall be paid to you on a monthly basis on the last date of the month, as per the terms of this Employment Agreement. It is clarified that Zomato reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorise Zomato to deduct any amounts from your compensation, which are owed by you to Zomato, including any overpayments, loans or advances outstanding at your end.
- b) **Conduct:**
 - (i) You shall perform all duties and responsibilities assigned to you by Zomato from time to time. You will also comply with all reasonable instructions as may be given by Zomato from time to time.
 - (ii) You shall not engage in activities that would be unsuitable with your capacity, as a representative of Zomato and you shall not act in any manner that would conflict with the interests of Zomato.
 - (iii) You shall ensure that your conduct is in line with Company policies that may be implemented from time to time. You shall, at all times during your employment at Zomato, adhere to the Code of Conduct of Zomato, which may be modified by the Zomato from time to time. Further, while employed with Zomato, you shall not undertake any illegal or unlawful activities.
- c) **Exclusivity:** During your employment, you will not undertake any other employment/ venture of any nature, whatsoever.
- d) **Leaves:** In a calendar year, you are entitled to (i) 15 (fifteen) days of casual leave and 7 (seven) days of sick leave on a pro--rated basis from your start date; or (ii) leave in accordance with applicable leave policy of Zomato. In case of absence for a period of over 3 (three) days without intimation, the days of absence will be deemed to be unpaid leaves and appropriate action would be initiated. In the event that the sick leaves are for more than 5 (five) days at a stretch, you will be required to provide a medical certificate from a Government authorized local hospital or doctor, with regard to your health.
- e) **Probation Period:** The nature of your employment is Permanent, however, you will be on probation for 90 (ninety) days ("**Probation Period**"). We recommend you do not take leaves during the probation period since they would be deemed to be leaves without pay. Zomato reserves the right to extend your Probation Period at its discretion. Unless your manager or HR informs you otherwise, your position will become permanent at the end of your probation period.

- f) **Travel:** During your employment, you may be expected to travel or work out of an alternate city where Zomato has an office.
- g) **Compliance:** You shall undertake to read and remain in compliance with Zomato's internal policies and procedures (as implemented from time to time) throughout the term of your employment.
- h) **Performance Reviews:** Zomato shall conduct a performance review of your work on an annual basis or within such intervals as may be determined by Zomato from time to time.
- i) **Termination:** During the Probation Period, your services can be terminated at the sole discretion of Zomato without stating the cause for such termination. In the event of such termination, Zomato will either provide you 1 (one) week notice or payment in lieu thereof (notice pay), subject to completion of exit formalities by you. If the termination is initiated on grounds of ethical misconduct, Zomato reserves the right to hold back the notice pay and/or your salary. Similarly, during the Probation Period, you may terminate your services with Zomato by providing 1 (one) week written notice failing which Zomato reserves the right to withhold and/or deduct money equal to your 1 (one) week's pay.

Post your Probation Period, you or Zomato may terminate your employment by providing one month's written notice or pay in lieu thereof. If the termination is initiated on grounds of ethical misconduct, Zomato reserves the right to hold back the notice pay and/or your salary. Notwithstanding anything to the contrary herein set out Zomato reserves the right to forthwith terminate your employment, at its sole discretion and without pay, where you are in material breach of your employment terms and/ or Zomato internal policies or on grounds of any willful misconduct or misbehaviour. In such circumstances, Zomato shall not be liable to pay any compensation to you.

- j) **Confidentiality:** You undertake to perform your service at Zomato with trust and confidence. During your employment, you will be privileged with confidential information about Zomato. You agree that you shall not, except as may be required to perform your duties or by applicable law, disclose to others or use, directly or indirectly any Confidential Information (defined below) and you will use discretion and good faith in what you do disclose that may not be specifically defined as Confidential Information hereunder. "Confidential Information" shall mean any confidential and/ or proprietary information of Zomato disclosed to and/ or obtained by you on behalf of Zomato whether or not in relation to the scope of your employment, either directly or indirectly, in writing or orally or as contained in tangible or fungible form.
- k) **Non--Compete:** During your employment with Zomato and for a period of 6 (six) months thereafter, you shall not seek employment with any organization that is directly or indirectly engaged in same/ similar business activities as Zomato. Further, you yourself shall not, directly or indirectly, enter into business activities that are similar to those undertaken by Zomato.
- l) **Non Solicit:** During your employment with Zomato and for a period of 12 (twelve) months thereafter you shall not (as the case may be), directly or indirectly (i) entice any employee to leave their employment with Zomato; (ii) solicit them for employment opportunities with third parties; (iii) solicit or entice in any manner, directly or indirectly any customers, agents, vendors, users, clients of Zomato.
- m) **Gratuity:** You shall be entitled to avail gratuity benefits as per the Gratuity Act, 1972 and as per Zomato's Gratuity Policy.
- n) **Full Disclosure:** You will disclose to Zomato in writing, any ongoing contractual obligations prior accepting this employment letter, including but not limited to any professional contracts, employment contracts, governmental engagements with any third party, freelance projects or volunteer work.
- o) **Right to hold personal data:** As a part of the conditions of your employment, you hereby grant Zomato permission to collect, retain and process information about yourself, such as age, sex, and ethnic origin. The information will be used by Zomato to monitor Zomato's compliance with applicable laws and best industry practices in terms of equal opportunities and non-discrimination. Should your personal circumstances change, you must notify Zomato immediately.
- p) **Return of Company Assets:** Upon termination of your employment (however it arises) with Zomato, you are obligated to forthwith return all assets of Zomato within your possession (without any loss or damage), failing which Zomato reserves the right to take appropriate legal action against you and recover the cost for such damage or loss from any pending compensation due to you from Zomato.
- q) **Zomato's Proprietary Right:** You agree to promptly and fully inform and disclose to Zomato all inventions,

designs, ideas, improvements and discoveries, whether or not completed, that you, working by yourself or with others, made, created, conceived or found during the course of your employment with Zomato, whether or not conceived during regular working hours at Zomato or at Zomato's premises. You agree and acknowledge that Zomato is the sole owner of all inventions, designs, ideas, improvements and discoveries described under this clause and you agree that all such inventions, designs, ideas, improvements and discoveries created by you shall be regarded as having been made under a contract of service and you hereby transfer and assign in favour of Zomato, all rights, title and interest in and to all such inventions, designs, ideas, improvements and discoveries, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties and you agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Zomato does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree that all applications or requests for patents, trademarks, copyrights or other such protection will be made only in Zomato's name. In addition, you agree to assist Zomato in obtaining patents or such other protections on all such inventions, designs, ideas, rights or other trade protection that may be available to Zomato. You agree to execute all documents and do all things necessary to obtain inventions, designs, ideas, improvements and discoveries. You will rescind your moral rights over the inventions as well.

- r) **Notices:** Unless otherwise stated, notices to be given to either party, shall be in writing and shall be given by hand delivery, or by recognized international courier, mail, electronic mail, telex or facsimile transmission and delivered or transmitted to the Parties at their respective addresses set forth below:

If to **Zomato:**

Zomato Media Private Limited
GF-12A, 94, Meghdoot, Nehru
Place, New Delhi – 110019
Email: hr@zomato.com

If to the **Employee:**

Guru Prasaath V K
no:6 Gandhi Salai, 7th Cross,
Kailashnagar, Kattur, Tiruchurapalli,
Tamil Nadu - 620019
gurudon10@1111gmail.com

- s) **Dispute Resolution and Governing Law:** Parties shall endeavour to amicably resolve all disputes arising hereunder. Thereafter, parties may refer the matter to arbitration in accordance with the terms of the Arbitration and Conciliation Act, 1996 for proceedings carried out by a court-appointed arbitrator. The courts at New Delhi shall have the exclusive jurisdiction to preside on matters arising hereunder.
- t) **Survival of Covenants:** All restrictive covenants contained in this employment letter shall survive the termination of your employment at Zomato.

If the foregoing terms and conditions are acceptable to you, please confirm this in writing indicating understanding and acceptance of the terms and conditions in this employment letter, which should be signed by you and returned to us. In the event that any signature is delivered by e--mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such ".pdf" signature page were an original thereof.

We are delighted to welcome you to our organization and wish you a great career with us!

For & on behalf of Zomato Media Private Limited

Ashish Kumar

Authorised Signatory

Acceptance:

I have read the principal terms of my employment with Zomato and confirm my acceptance of the aforementioned terms. I hereby also declare that I will abide by the Code of Conduct outlined by Zomato at all times during my employment with Zomato.

Name:

Signature:



HRD/3T/19-20/12718114

Mr. Harii Harren Ganesh
Candidate ID: 12718114
7-80/2/58, Venkatramana Colony Phase 1,
Dammaiguda, Secunderabad
Hyderabad - 500083
Telangana
India
Ph: (91) 96000 40268

April 24, 2019

Dear Harii,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/3T/19-20/12718114

April 24, 2019

Mr. Harii Harren Ganesh
Candidate ID: 12718114
7-80/2/58, Venkatramana Colony Phase 1,
Dammaiguda, Secunderabad
Hyderabad - 500083
Telangana
India
Ph: (91) 96000 40268

Dear Harii,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 20, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. 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.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

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

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

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 Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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 Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

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.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20 _____

Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Harii Harren Ganesh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Harii Harren Ganesh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





Mr. Seetharaman ICE Department <seetharaman-ice@saranathan.ac.in>

Fwd: Job Offer - reg.

Hari lakshmi <harilaxmi.sai@gmail.com>

4 July 2020 at 14:08

To: "Mr. Seetharaman ICE Department" <seetharaman-ice@saranathan.ac.in>

----- Forwarded message -----

From: **Muthukumar V** <muthukumar@nouveaux.in>

Date: Fri 9 Aug, 2019, 9:16 PM

Subject: Job Offer - reg.

To: <harilaxmi.sai@gmail.com>

Cc: Ravi GM <ravi@nouveaux.in>

Dear **Ms.M.Harilakshmi**,

with reference to your application dated 05/08/2019 and the subsequent interview you had with us, the management of **Nouveaux Industries Pvt. Ltd.**, is pleased to offer you for the position of **Graduate Engineer Trainee (GET)**.

Your **Monthly Salary will be Rs.10,000./-**.

Your employment will be governed by the Rules & Regulations of the Organization as communicated to you time to time.

We take this opportunity to welcome you to the Nouveaux Family and look forward to a mutually beneficial long term association.

You are requested to officially confirm us the Acceptance of the Offer and the Date of Joining by reply to this e-mail for our records.

Thanks & Regards,

Muthukumar.V
Manager - HR
Nouveaux Industries Private Limited.
Mobile: +91-9362210192



Intern/offer.letter.No: OPTI/031/2018

14/12/2018

INTERNSHIP OFFER LETTER

Greetings from Optithought, Chennai!

We hereby would like to inform that **Mr. HarishRaj** is selected as an Intern in the post of “Trainee Engineer” for duration of four months effective from 19th December 2018 to 18th April 2019.

Our Internship program is basically been designed to evaluate fresh engineers and hire quality resources only based on performance & personal values, subject to availability of an open position. This transfer could happen anytime within your internship post course completion. This internship offered to you is subject to termination without notice, if found to be violating our value system or in hindrance to the performance of other employees. Internship certificate will be provided only upon successful completion of Internship or after signing a hire agreement with us.

We understand that you have not signed up for employment till date and shall not take up employment or accept an offer for employment with any other company without notifying us in writing, since we plan to offer you a permanent role in our organization , however not guaranteed and will be based on your performance.

Your joining us on a permanent role will be purely based on your performance and will be offered on a different offer letter post our decision to hire.

NOTE:

Internship Timings: Monday-Friday (9.30 am to 5.30pm)

Best wishes

For OPTITHOUGHT,

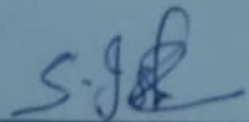
Authorized Signatory
Director

**NOUVEAUX INDUSTRIES PRIVATE LIMITED,
#2, SOWDAMBIKA NAGAR, TIRUPUR ROAD, KANGAYAM
PAY SLIP FOR THE MONTH FEBRUARY - 2020**

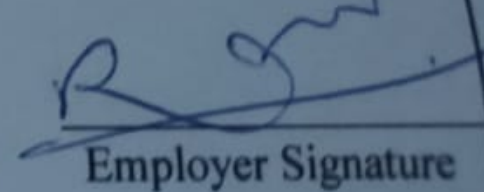
Emp. ID	: 596	PF Account Number	:
Name	: ISWARYA.S	ESI Account Number	:
Designation	: Executive	TOTAL DAYS	: 29
Department	: Production	WORKED DAYS	: 28

Earnings:		Amount	Deductions:		Amount
Basic Pay		5,938	PF		-
HRA		3,959	ESI		-
Conveyance Allowance		-	Advance		-
Medical Allowance		-	Mess		-
Spl. Allowance		-	Others, if any		350
Arrear		-			
Total Earnings		9,897	Total Deductions		350

Net Pay Rounded **9,547**



Employee Signature

Employer Signature



HRD/3T/19-20/12718066

Mr. Jagadeesan R
Candidate ID: 12718066
20,Sri Venkateswara Nagar,
Kallanai Road,Thiruverumbur (Po)
Tiruchirapalli - 620013
Tamil Nadu
India
Ph: (91) 96981 30979

April 24, 2019

Dear Jagadeesan,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/3T/19-20/12718066

April 24, 2019

Mr. Jagadeesan R
Candidate ID: 12718066
20, Sri Venkateswara Nagar,
Kallanai Road, Thiruverumbur (Po)
Tiruchirapalli - 620013
Tamil Nadu
India
Ph: (91) 96981 30979

Dear Jagadeesan,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 20, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. 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.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

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

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

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 Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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 Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

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.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20 _____

Sign your name

_____ Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Jagadeesan R
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Jagadeesan R
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





ISO 9001 : 2015 Certified Company

BOILER CONTROLS PRIVATE LIMITED

Specialists in Fuel Firing - Controls and Instrumentation
1/5, Alexandria Road, Tiruchirappalli - 620 001, Tamil Nadu, India.

DT: 28.09.2019

PROOF OF EMPLOYMENT

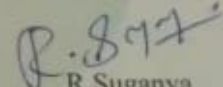
TO WHOMSOEVER IT MAY CONCERN

This letter is to confirm that Ms. V.Janani is working as an Engineer in our Company and her residential address as per our record is

Ms. V.Janani,
No.31/15, Jamaludeen Makkan Street,
Palakkarai, Trichy - 620001

This letter has been issued on her request for the purpose of getting two wheeler in government subsidy scheme.

For Boiler Controls Pvt Ltd


R.Suganya
Administration

BOILER CONTROLS PRIVATE LIMITED
1 / 5, Alexandria Road
Tiruchirappalli-620001

Phone : 0431 - 2412454, 2414401, Mobile : 94431 36069, Fax : 0431 - 2414401

E-mail : bcplsv30@gmail.com, sales@bcplsv.com, www.bcplsv.com



ISO 9001 : 2015 Certified Company

BOILER CONTROLS PRIVATE LIMITED

Specialists in Fuel Firing - Controls and Instrumentation
1/5, Alexandria Road, Tiruchirappalli - 620 001, Tamil Nadu, India.

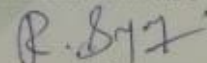
Dt: 28.09.2019

SALARY CERTIFICATE

This is to certify that Shri.V.Janani D/o V.Amutha is working in our firm and her salary (Compensation) including HRA, travel allowance, medical allowance, PF etc. per month is Rs.7,000/- (Rupees Seven Thousand Only)

This letter has been issued on her request for the purpose of getting two wheeler in government subsidy scheme.

For Boiler Controls Pvt Ltd


R.Suganya
Administration

BOILER CONTROLS PRIVATE LIMITED
1 / 5, Alexandria Road
Tiruchirapalli-620001

Phone : 0431 - 2412454, 2414401, Mobile : 94431 36069, Fax : 0431 - 2414401

E-mail : bcplsv30@gmail.com, sales@bcplsv.com, www.bcplsv.com



Mr. Seetharaman ICE Department <seetharaman-ice@saranathan.ac.in>

Re: Internship Interview results - Saranathan College of Engineering Trichy

Dr. S.M Girirajkumar ICE HOD <girirajkumar-ice@saranathan.ac.in>

24 January 2019 at 08:16

To: Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com>

Cc: "Principal of Saranathan College ," <principal@saranathan.ac.in>, "emkrishnan@gmail.com"

<emkrishnan@gmail.com>, Iyer Gopal Srinivasan <tp@saranathan.ac.in>, "Mr. Seetharaman ICE Department" <seetharaman-ice@saranathan.ac.in>

Dear Sir

Thanks for the update, we will await for respective intimations. If, you could notify them, we could take forward for further process too.

Good day

On Thu, Jan 24, 2019 at 7:38 AM Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com> wrote:

Dear Professor

Greetings!

Registered for interview - 14

Absentees for interview - NIL

Selected - 08

Here is the updates on interview results. Below list of students are selected and We have forwarded the details to suitable industry for further process

Saranathan	185034	Nagimma Begam M	nagimmabegam@gmail.com	9865092576
Saranathan	185044	Santhoshini R	santhoshiniramaswamy@gmail.com	8248734478
Saranathan	185053	Subbulakshmi PN	pnsbulakshmi@gmail.com	9003215560
Saranathan	185059	Voviyaa VM	voviyaa.vm@gmail.com	8526879686
Saranathan	185022	Jeyachandran R	jayavarshan98@gmail.com	9087619500
Saranathan	185018	Harishraj R	harish.ramesh.raj67@gmail.com	8438185773
Saranathan	185056	Uma Maheswari K	umamaheswarik19982gmail.com	9659022263
Saranathan	185058	Vijay PS	vijay.srinivasan482@gmail.com	8220664242

Thanks
Visweswaran J

From: Dr. S.M Girirajkumar ICE HOD <girirajkumar-ice@saranathan.ac.in>
Sent: Tuesday, December 25, 2018 2:38 PM
To: Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com>
Subject: Re: Internship Opportunity for NI LabVIEW Academy Institutions ONLY

Dear Sir

Greetings! Today, as per the schedule the Interview process began by 9:00 am,

Saranathan, 7/7 students attended the Interview

Mepco, 1/1 was present and

Kalasingam , 6/19 attended the Interview

Pl find attached the scanned copy of the attendance details.

We would be glad to hear from you on the next stage of process, for this pooled drive.

On Mon, Dec 24, 2018 at 4:06 PM Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com> wrote:

Thanks you for the updates sir

Regards

Visweswaran J

From: Dr. S.M Girirajkumar ICE HOD <girirajkumar-ice@saranathan.ac.in>
Sent: Monday, December 24, 2018 4:11 PM
To: Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com>
Subject: Re: Internship Opportunity for NI LabVIEW Academy Institutions ONLY

Dear Sir

Greetings! Wish to update to you on the proceedings for the events at Saranathan College of Engineering

- Prof.Jayaraman, had accommodation from 11:30 am on 23-12-18. His requirements taken care without any deviations

- Interview was done as per , schedule

Saranathan 7/7 attended from 9:00 am till 11:45 am

KLN, 6/11 attended from 11:45 am to 2 pm

Kamaraj, 2/11 attended from 2:15 pm

(timings are approximate)

Prof.Jayaraman had a remark that, the all were girls

Good day

On Fri, Dec 21, 2018 at 10:09 AM Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com> wrote:

Dear All

Thank you for sending the eligible students resume along with consolidated XL sheet.

We hereby confirm that we have received the resumes and the **first set of interview** is scheduled in the below locations by grouping with other nearby LabVIEW Academy institutions. More details will be sent soon to the respective colleges directly

Location	Date	Hosting College	Participating College
Trichy	24 th and 25 th of Dec	Saranathan College of Engineering	Saranathan, KLN, Kamaraj, Mepco, Kalasalingam
Erode	26 th of Dec	Kongu Engineering College	Kongu, Hindusthan CBE, Sona Salem
Chennai	27 th of Dec	Dhanalakshmi College of Engineering, Tambaram	DCE, Crescent, Prathyusha
Vishakhapatnam	31 st of Dec	MVGR College of Engineering, Vizayanagaram	MVGR (yet to be confirmed)

Hyderabad	24 th and 25 th of Dec	Vidya Jyothi Institute of Technology, Hyderabad	VJIT, Vardhaman, MLRIT Hyd
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NOTE: Bangalore and Vijayawada will be confirmed Soon

Thanks
Visweswaran J

From: Visweswaran Jagadeesan
Sent: Wednesday, December 12, 2018 1:33 PM
Subject: Internship Opportunity for NI LabVIEW Academy Institutions ONLY

Dear All

Greetings from National Instruments!

As part of the collaboration between NI & our institution, we hereby would like to invite the qualified students to apply for internship for year 2018-19. The internship starts from Jan 2019. NI user industries are in the process of recruiting below qualified students for internship. The eligibility criteria are as follows

Minimum Requirements:

- Students of 2015-19 Batch from BE/ B.Tech of ECE, EEE, EIE, BME, MECH, CIVIL, Automobile
- CGPA – 7.0 and above till 7th Semester with no current arrears
- Completed training Modules 1,2,3 & 4 as per the CDP chart [attached for your reference]
- Qualified with CLAD certification
- Internship period of 6-10 weeks (based on company)
- Internship locations: Coimbatore, Chennai, Bangalore, Hyderabad, Vijayawada, Trivandrum, Pune

Key Skills & Competencies:

- Active listening
- Good Written and oral communications
- People and Networking skills
- Create a culture of Trust
- Timely Decision Making
- Execute to Priorities
- Commitment to Customer Success

- Be Innovative

Last Date to share the student's profile and apply through NI LabVIEW Academy Coordinator is **14th DEC, 2018 (SATURDAY) – 5.00 PM**

PI send the consolidated mail as per the attached formate along with individual resumes as zip file by LabVIEW Academy coordinator from the college mail id.

The resumes sent directly by students will not be considered for any further processing.

Important Dates to note:

Interview process : Between 17th to 27th Dec 2018. Details will be shared on 15th Dec

Internship results : 28th Dec 2018

Joining date for internship : 2nd Jan 2019

Thanks

Visweswaran Jagadeesan

Territory Manager – Academic South

National Instruments Bangalore

Phone: 080 - 411 900 99

Mobile: 91-99860-28517



--

PI Acknowledge/Respond/Update

Regards

Dr.S.M.GiriRajkumar

--

PI Acknowledge/Respond/Update

Regards
Dr.S.M.GiriRajkumar

--

PI Acknowledge/Respond/Update

Regards
Dr.S.M.GiriRajkumar



PROPELLER TECHNOLOGIES Pvt.Ltd

Formulation of Kid Technopreneurs

Date: 18 / 03 / 2019

Dear JITHENDRIYAN B B ,

Propeller Technologies is pleased to extend an offer to you for the position of Developer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, you will be eligible to all the company benefits upon conformation.

Your employment with Propeller Technologies is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on March 31st.

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!

Sincerely,

N.Salman

Human Resources

I hereby accept this Developer position.

Signature : B.B.Jithendriyan

Date : 26.03.2019

Tamil Nadu, Kerala, Andhra Pradesh

www.propellertechnologies.in || propellertechs@gmail.com || +91-7338710091, +91-7502006136

MINUTES OF MEETING HELD BETWEEN M/S.SAJAS ELECTRICALS AND M/S.BHEL-BAP, RANIPET FOR ESP PG TEST AT KOLAGHAT THERMAL POWER STATION U#5

Date: 19.02.2020

PLACE: KOLAGHAT, W.B.

UNIT NO: # 5

W/O Ref No: BAP: FES: PG Test outsourcing: WO: 008 Dt. 23 07 2019

Members Present: -

M/s. BHEL-RANIPET

1. Mr. Subankar Dhal.

M/s. SAJAS Electricals

1.Mohan V

2.Arjun M

- M/s. SAJAS Electricals Engineers (2 Persons) reported to KTPS site on 13.02.2020.
- PG test pre and posttest works were performed during the period of 13.02.2020 to 19.02.2020.
- 13.02.2020: Material Receipt, Checking and Pocket verification.
- 14.02.2020: Kit Assembling and Local purchase.
- 15.02.2020: Trial test at Outlet pass A.
- 16.02.2020: Leak Check and equipment testing.
- 17.02.2020: Thimble initial weighing and Trial Test at Inlet & Outlet of Pass A.
- 18.02.2020: Actual test performed at A, B, C, D PASS and final weighing.
- 19.02.2020: Kit disassembly, Packing and Report Preparation.
- After successful completion of PG test at KTPS site M/s.SAJAS Electricals engineers left the site on 19.02.2020.

Subankar Dhal

M/s.BHEL-BAP. 19.2.20

Electricals.

Mohan V
Arjun M
M/s. SAJAS



PROPELLER TECHNOLOGIES Pvt.Ltd

Formulation of Kid Technopreneurs

Date: 18 / 03 / 2019

Dear S. MOHANAAMBIGIA ,

Propeller Technologies is pleased to extend an offer to you for the position of Developer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, you will be eligible to all the company benefits upon conformation.

Your employment with Propeller Technologies is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on March 31st.

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!

Sincerely,

N.Salman

Human Resources

I hereby accept this Developer position.

Signature : S. Mohana

Date : 20/3/19

Tamil Nadu, Kerala, Andhra Pradesh

www.propellertechnologies.in || propellertechs@gmail.com || +91-7338710091, +91-7502006136



Intern/offer.letter.No: OPTI/033/2018

14/12/2018

INTERNSHIP OFFER LETTER

Greetings from Optithought, Chennai!

We hereby would like to inform that **Mr. Mohhamed Parshat** is selected as an Intern in the post of “Trainee Engineer” for duration of four months effective from 19th December 2018 to 18th April 2019.

Our Internship program is basically been designed to evaluate fresh engineers and hire quality resources only based on performance & personal values, subject to availability of an open position. This transfer could happen anytime within your internship post course completion. This internship offered to you is subject to termination without notice, if found to be violating our value system or in hindrance to the performance of other employees. Internship certificate will be provided only upon successful completion of Internship or after signing a hire agreement with us.

We understand that you have not signed up for employment till date and shall not take up employment or accept an offer for employment with any other company without notifying us in writing, since we plan to offer you a permanent role in our organization , however not guaranteed and will be based on your performance.

Your joining us on a permanent role will be purely based on your performance and will be offered on a different offer letter post our decision to hire.

NOTE:

Internship Timings: Monday-Friday (9.30 am to 5.30pm)

Best wishes

For OPTITHOUGHT,

Authorized Signatory
Director



PROPELLER TECHNOLOGIES Pvt.Ltd

Formulation of Kid Technopreneurs

Date: 18 / 03 / 2019

Dear MUTHALAGAPPAN.CT ,

Propeller Technologies is pleased to extend an offer to you for the position of Developer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, you will be eligible to all the company benefits upon conformation.

Your employment with Propeller Technologies is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on March 31st.

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!

Sincerely,

N.Salman

Human Resources

I hereby accept this DEVELOPER position.

Signature : *ct. Muthal*

Date : 26/03/2019

Tamil Nadu, Kerala, Andhra Pradesh

www.propellertechnologies.in || propellertechs@gmail.com || +91-7338710091, +91-7502006136

Date: 25.03.2019

Dear **Muthumeenal M**,

Sub: Provisional Selection Letter

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfill the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with Trinity Academy for Corporate Training Limited (TACT Ltd.). With 25 years of track record, we are ranked among the best hardware, networking, and software training institute in the country.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network. More than 80% of our students are placed with top IT recruiters of the country.

Our proficiency lies in identifying your talent, understanding your aptitude, analysing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center

Terms & Conditions: -

1. The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
2. Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
3. You should be willing to relocate in Mumbai or Project location across India.
4. You will be charged a Non-Refundable Deposit of Rs.20,000/- + Taxes for training. The payment has to be done by Demand Draft favoring “Trinity Academy for Corporate Training Limited”
5. Company will not be responsible for Travel, Food & Accommodation.
6. Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
7. Salary Range (CTC) will be between Rs. 1,08,000/- p.a. to Rs. 1,44,000/- p.a.
8. Project Name, location & remuneration will be decided on Project deployment
9. This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____



HRD/3T/19-20/12718067

Ms. Nagimma Begam
Candidate ID: 12718067
73, Kandi Street,
Beema Nagar
Tiruchirapalli - 620001
Tamil Nadu
India
Ph: (91) 99655 47786

April 17, 2019

Dear Nagimma,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/3T/19-20/12718067

April 17, 2019

Ms. Nagamma Begam
Candidate ID: 12718067
73, Kandi Street,
Beema Nagar
Tiruchirapalli - 620001
Tamil Nadu
India
Ph: (91) 99655 47786

Dear Nagamma,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 13, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. 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.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

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

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

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 Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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 Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

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.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20 _____

Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Nagamma Begam
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Nagamma Begam
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				





Bluez Infomatic

BLUEZ INFOMATIC SOLUTIONS

*2nd floor, sathyam plaza,
Srisai school (opp),
Miller stop, Tirupur*

Date: 04-04-2019

Dear **POORNIMA. M,**

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization as a **JUNIOR ASSOCIATE.**

You will be on training for an initial period of one month and on probation for a period of six months following successful completion of PT(Project Training). Your transition from trainee to probationer will be based on your appraisal at the end of the period of training.

Salary: **8K-15K/PM.**

Joining date is **May-08-201**, Location: **Coimbatore.**

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Please sign and return duplicate copy of this letter in token of your acceptance.

Yours truly,

AUTHORIZED SIGNATORY/SEAL

EMPLOYEE SIGNATURE

0421-4331900

EMAIL: bluezinfomatic@gmail.com



Mr. Seetharaman ICE Department <seetharaman-ice@saranathan.ac.in>

Fwd: CALL LETTER - Reg.

renuga Ravi <ravirenuga2016@gmail.com>

9 July 2020 at 10:48

To: "seetharaman-ice@saranathan.ac.in" <seetharaman-ice@saranathan.ac.in>

----- Forwarded message -----

From: **sathyaprakash** <hr@nouveaux.in>

Date: Thu, 9 Jul 2020 at 10:47 AM

Subject: CALL LETTER - Reg.

To: renuga Ravi <ravirenuga2016@gmail.com>

Dear **Ms.R.Renuga**,

with reference to your application dated 21/08/2019 and the subsequent interview you had with us, the management of **Nouveaux Industries Pvt. Ltd.**, is pleased to offer you for the position of **Graduate Engineer Trainee (GET)**.

Your **Monthly Salary will be Rs.10,000./-**.

Your employment will be governed by the Rules & Regulations of the Organization as communicated to you time to time.

We take this opportunity to welcome you to the Nouveaux Family and look forward to a mutually beneficial long term association.

You are requested to officially confirm us the Acceptance of the Offer and the Date of Joining by reply to this e-mail for our records.

Thanks & Regards,

Sathiaprakash.N



HRD/3T/19-20/12718115

Ms. Saikamala CM
Candidate ID: 12718115
500, Periyar Nagar,
Rajagopalapuram
Pudukkottai - 622003
Tamil Nadu
India
Ph: (91) 94886 11240

April 17, 2019

Dear Saikamala,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/3T/19-20/12718115

April 17, 2019

Ms. Saikamala CM
Candidate ID: 12718115
500, Periyar Nagar,
Rajagopalapuram
Pudukkottai - 622003
Tamil Nadu
India
Ph: (91) 94886 11240

Dear Saikamala,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 13, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. 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.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

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

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

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We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

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You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

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During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

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 Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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 Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

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.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20 _____

Sign your name

_____ Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Saikamala CM
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Saikamala CM
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



26-Feb-2019

Dear Santhoshini R,
B.Tech/B.E., Instrumentation and Control Engineering
Saranathan College of Engineering

Candidate ID – 12996421

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

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

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

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

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

Please note

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

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Santhoshini R **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



PROPELLER TECHNOLOGIES Pvt.Ltd

Formulation of Kid Technopreneurs

Date: 18 / 03 / 2019

Dear SHANMUGAVEL.M ,

Propeller Technologies is pleased to extend an offer to you for the position of Developer. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, you will be eligible to all the company benefits upon conformation.

Your employment with Propeller Technologies is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience. Please note that this offer will expire on March 31st.

Please feel free to give me a call if you have any questions.

We look forward to welcoming you to our team!

Sincerely,

N.Salman

Human Resources

I hereby accept this DEVELOPER position.

Signature : M. Salman

Date : 25.03.19

Tamil Nadu, Kerala, Andhra Pradesh

www.propellertechnologies.in || propellertechs@gmail.com || +91-7338710091, +91-7502006136

Date: 25.03.2019

Dear **Shyam Sundar K,**

Sub: Provisional Selection Letter

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfill the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with Trinity Academy for Corporate Training Limited (TACT Ltd.). With 25 years of track record, we are ranked among the best hardware, networking, and software training institute in the country.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network. More than 80% of our students are placed with top IT recruiters of the country.

Our proficiency lies in identifying your talent, understanding your aptitude, analysing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center

Terms & Conditions: -

1. The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
2. Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
3. You should be willing to relocate in Mumbai or Project location across India.
4. You will be charged a Non-Refundable Deposit of Rs.20,000/- + Taxes for training. The payment has to be done by Demand Draft favoring “Trinity Academy for Corporate Training Limited”
5. Company will not be responsible for Travel, Food & Accommodation.
6. Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
7. Salary Range (CTC) will be between Rs. 1,08,000/- p.a. to Rs. 1,44,000/- p.a.
8. Project Name, location & remuneration will be decided on Project deployment
9. This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____



Sreedivya S

Trainee

SMI_999

Date of Birth 23/Dec/1996

Blood Group A1 +ve

Address 942/A"F" Type New Block,
Ponmalai Railway colony,
Trcihy-620004.

Mobile +91 88387 39834

Email sreedivya.s@mookambikainfo.com

EMERGENCY CONTACT

+91 90039 74666

Sri Mookambika Infosolutions (P) Ltd.

Regd. Off: 31, III Floor, Town Hall Road
Madurai-625001. Ph: 0452 2341899

www.mookambikainfo.com



Bluez Infomatic

BLUEZ INFOMATIC SOLUTIONS

*2nd floor, sathyam plaza,
Srisai school (opp),
Miller stop, Tirupur*

Date: 04-04-2019

Dear **SRI PRIYA. R,**

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization as a **JUNIOR ASSOCIATE.**

You will be on training for an initial period of one month and on probation for a period of six months following successful completion of PT(Project Training). Your transition from trainee to probationer will be based on your appraisal at the end of the period of training.

Salary: **8K-15K/PM.**

Joining date is **May-08-201**, Location: **Coimbatore.**

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Please sign and return duplicate copy of this letter in token of your acceptance.

Yours truly,

AUTHORIZED SIGNATORY/SEAL

EMPLOYEE SIGNATURE

0421-4331900

EMAIL: bluezinfomatic@gmail.com

April 3, 2019

Dear **Subbulakshmi P N**,

Subject: Offer of Employment

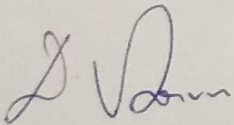
Congratulations! Further to your discussion with us about your employment with us, and the subsequent selection process, we are delighted to offer you a role of **Software Engineer Trainee** with RheinBrücke IT Consulting (the "Company") in Band E and sub band ET . Your location of reporting is Chennai, India and the scheduled date of your joining the Company is **2nd May 2019**.

Your Total Gross Salary inclusive of variables will be **INR 330000(Rupees Three Lakh(s) Thirty Thousand Only)** per annum. This has been detailed in the Annexure A of your offer letter.

We have a Role and Competency based structure comprising of bands and sub bands. These represent a distinct responsibility level defined within the organization. The bands range from E to L and are further classified into sub bands. As we are a Partner model organization, you will have the ability to become a Partner based on your performance post successful acceptance of your partner case.

The terms & conditions of our Offer of Employment to you are mentioned in detail as you go through the document.

For RheinBrücke IT Consulting,



Varun Dhamodharan
Head – HR & Corporate Services

believed to be free of any virus or other defects which might affect any computer or IT system into which they are received, no responsibility is accepted by Sri Energy. for any loss or damage arising in any way from the receipt or use thereof.

3 attachments



Annecure II.xls

19K



scan0010659.pdf

296K



SRI-HR-36 Reference Letter.pdf

17K

Date: 25.03.2019

Dear **Thayuman R,**

Sub: Provisional Selection Letter

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfill the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with Trinity Academy for Corporate Training Limited (TACT Ltd.). With 25 years of track record, we are ranked among the best hardware, networking, and software training institute in the country.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network. More than 80% of our students are placed with top IT recruiters of the country.

Our proficiency lies in identifying your talent, understanding your aptitude, analysing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center

Terms & Conditions: -

1. The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
2. Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
3. You should be willing to relocate in Mumbai or Project location across India.
4. You will be charged a Non-Refundable Deposit of Rs.20,000/- + Taxes for training. The payment has to be done by Demand Draft favoring “Trinity Academy for Corporate Training Limited”
5. Company will not be responsible for Travel, Food & Accommodation.
6. Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
7. Salary Range (CTC) will be between Rs. 1,08,000/- p.a. to Rs. 1,44,000/- p.a.
8. Project Name, location & remuneration will be decided on Project deployment
9. This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____



HRD/3T/19-20/12718068

Ms. Uma Maheswari
Candidate ID: 12718068
Plot No.9, V.O.C. Nagar,
Viii 'A' Street, Thuvakudimalai
Tiruchirapalli - 620022
Tamil Nadu
India
Ph: (91) 96590 22263

April 17, 2019

Dear Uma,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/3T/19-20/12718068

April 17, 2019

Ms. Uma Maheswari
Candidate ID: 12718068
Plot No.9, V.O.C. Nagar,
VIII 'A' Street, Thuvakudimalai
Tiruchirapalli - 620022
Tamil Nadu
India
Ph: (91) 96590 22263

Dear Uma,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 13, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. 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.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

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

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

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 Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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 Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

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.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20 _____

Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Uma Maheswari
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Uma Maheswari
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIARAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



September 7, 2018

To

Ms.Varshinee R

S2, SRINIDHI GARDENS,
92, AMMAMANDAPAM ROAD,
SRIRANGAM,
TRICHY -626 006.

Dear Varshinee

Sub: Internship

We are pleased to inform you that your application for Internship at Zentron Labs Pvt Ltd ("Zentron Labs") has been accepted and that you can start with your Internship from October 01, 2018 up to June 30, 2019.

You will be treated as an employee during this period with regard to your privileges and policies. The Zentron Labs employee rules and regulations, policies and procedures shall apply, including the requirement to sign an employee confidentiality agreement, and an intellectual property Assignment Agreement which, among other things, assigns all innovations and other intellectual property developed, conceived, or reduced to practice within the scope of the Internship, to Zentron Labs.

To enable you prepare and attend your seventh and eighth semester exams, you will be allowed a break from internship for a period of 1 month for each of these exams.

Your Internship will be considered as temporary employment with the company. A stipend of Rs.10,000 (INR. Ten thousand only) per month shall be paid to you during the regular internship period, as per the policy of the company.

Sincerely,

for Zentron Labs Private Ltd.



Krishnan R
Founder CEO



Varshinee R

Zentron Labs pvt. ltd.

Regd. office: # 16, PSS Plaza Gr.Floor, New Thippasandra Main Road, HAL 3rd Stage, Bangalore - 560 075.

info@zentronlabs.com | www.zentronlabs.com

CIN No.U72200KA2012PTCo64501

September 7, 2018

To

Ms.Vashinee R

S2, SRINIDHI GARDENS,
92, AMMAMANDAPAM ROAD,
SRIRANGAM,
TRICHY -626 006.

Dear Varshinee,

Sub: Offer letter for the post 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 represents, with confidence in your abilities. You made a favorable impression with us and we are excited with the prospect of you joining our company.

Please find enclosed herewith the details of our offer. Your joining date is July 1, 2019. We request you to confirm your acceptance of our offer latest September 15, 2018.

Per company policy, you will be on Probation for the first six-months.

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

The validity of this offer letter depends upon your final semester grades, internship performance and validity of (certificates, proof and resume) submitted documents.

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

Cordially,

For **Zentron Labs Pvt. Ltd.**



Krishnan R
Founder CEO



Zentron Labs pvt. ltd.

Regd. office: # 16, PSS Plaza Gr.Floor, New Thippasandra Main Road, HAL 3rd Stage, Bangalore - 560 075.

info@zentronlabs.com | www.zentronlabs.com

CIN No.U72200KA2012PTCo64501

Annexure to the offer letter dated 07 Sept 2018

	Employee Name	Ms. Varshinee R
	Designation	Graduate Engineer Trainee
	Joining Date	July 01, 2019
I	FIXED COMPENSATION (FC)	Amount in INR
	Basic	140,000
	HRA	56,000
	Medical Allowance	15,000
	Conveyance Allowance	19,200
	Employer PF	21,600
	Special Allowance	63,200
	Estimated annualized CTC during probation	315,000
II	Performance Bonus – Starts after probation period, paid on a quarterly basis during the financial year, based on Individual performance.	35,000
	Estimated annualized CTC after probation/confirmation (I+II)	350,000
In words: Rupees Three lakh fifty thousand only.		

For Zentron Labs Pvt.Ltd.

Krishnan R
Founder CEO
Varshinee R

Zentron Labs pvt. ltd.
Regd. office: # 16, PSS Plaza Gr.Floor, New Thippasandra Main Road, HAL 3rd Stage, Bangalore - 560 075.

info@zentronlabs.com | www.zentronlabs.com

CIN No.U72200KA2012PTCo64501



Mr. Seetharaman ICE Department <seetharaman-ice@saranathan.ac.in>

Re: Internship Interview results - Saranathan College of Engineering Trichy

Dr. S.M Girirajkumar ICE HOD <girirajkumar-ice@saranathan.ac.in>

24 January 2019 at 08:16

To: Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com>

Cc: "Principal of Saranathan College ," <principal@saranathan.ac.in>, "emkrishnan@gmail.com"

<emkrishnan@gmail.com>, Iyer Gopal Srinivasan <tp@saranathan.ac.in>, "Mr. Seetharaman ICE Department" <seetharaman-ice@saranathan.ac.in>

Dear Sir

Thanks for the update, we will await for respective intimations. If, you could notify them, we could take forward for further process too.

Good day

On Thu, Jan 24, 2019 at 7:38 AM Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com> wrote:

Dear Professor

Greetings!

Registered for interview - 14

Absentees for interview - NIL

Selected - 08

Here is the updates on interview results. Below list of students are selected and We have forwarded the details to suitable industry for further process

Saranathan	185034	Nagimma Begam M	nagimmabegam@gmail.com	9865092576
Saranathan	185044	Santhoshini R	santhoshiniramaswamy@gmail.com	8248734478
Saranathan	185053	Subbulakshmi PN	pnsbulakshmi@gmail.com	9003215560
Saranathan	185059	Voviyaa VM	voviyaa.vm@gmail.com	8526879686
Saranathan	185022	Jeyachandran R	jayavarshan98@gmail.com	9087619500
Saranathan	185018	Harishraj R	harish.ramesh.raj67@gmail.com	8438185773
Saranathan	185056	Uma Maheswari K	umamaheswarik19982gmail.com	9659022263
Saranathan	185058	Vijay PS	vijay.srinivasan482@gmail.com	8220664242

Thanks
Visweswaran J

From: Dr. S.M Girirajkumar ICE HOD <girirajkumar-ice@saranathan.ac.in>
Sent: Tuesday, December 25, 2018 2:38 PM
To: Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com>
Subject: Re: Internship Opportunity for NI LabVIEW Academy Institutions ONLY

Dear Sir

Greetings! Today, as per the schedule the Interview process began by 9:00 am,

Saranathan, 7/7 students attended the Interview

Mepco, 1/1 was present and

Kalasingam , 6/19 attended the Interview

Pl find attached the scanned copy of the attendance details.

We would be glad to hear from you on the next stage of process, for this pooled drive.

On Mon, Dec 24, 2018 at 4:06 PM Visweswaran Jagadeesan <visweswaran.jagadeesan@ni.com> wrote:

Thanks you for the updates sir

Regards

Visweswaran J

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Dear Sir

Greetings! Wish to update to you on the proceedings for the events at Saranathan College of Engineering

- Prof.Jayaraman, had accommodation from 11:30 am on 23-12-18. His requirements taken care without any deviations

- Interview was done as per , schedule

Saranathan 7/7 attended from 9:00 am till 11:45 am

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Kamaraj, 2/11 attended from 2:15 pm

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Prof.Jayaraman had a remark that, the all were girls

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Dear All

Thank you for sending the eligible students resume along with consolidated XL sheet.

We hereby confirm that we have received the resumes and the **first set of interview** is scheduled in the below locations by grouping with other nearby LabVIEW Academy institutions. More details will be sent soon to the respective colleges directly

Location	Date	Hosting College	Participating College
Trichy	24 th and 25 th of Dec	Saranathan College of Engineering	Saranathan, KLN, Kamaraj, Mepco, Kalasalingam
Erode	26 th of Dec	Kongu Engineering College	Kongu, Hindusthan CBE, Sona Salem
Chennai	27 th of Dec	Dhanalakshmi College of Engineering, Tambaram	DCE, Crescent, Prathyusha
Vishakhapatnam	31 st of Dec	MVGR College of Engineering, Vizayanagaram	MVGR (yet to be confirmed)

Hyderabad	24 th and 25 th of Dec	Vidya Jyothi Institute of Technology, Hyderabad	VJIT, Vardhaman, MLRIT Hyd
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NOTE: Bangalore and Vijayawada will be confirmed Soon

Thanks
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From: Visweswaran Jagadeesan
Sent: Wednesday, December 12, 2018 1:33 PM
Subject: Internship Opportunity for NI LabVIEW Academy Institutions ONLY

Dear All

Greetings from National Instruments!

As part of the collaboration between NI & our institution, we hereby would like to invite the qualified students to apply for internship for year 2018-19. The internship starts from Jan 2019. NI user industries are in the process of recruiting below qualified students for internship. The eligibility criteria are as follows

Minimum Requirements:

- Students of 2015-19 Batch from BE/ B.Tech of ECE, EEE, EIE, BME, MECH, CIVIL, Automobile
- CGPA – 7.0 and above till 7th Semester with no current arrears
- Completed training Modules 1,2,3 & 4 as per the CDP chart [attached for your reference]
- Qualified with CLAD certification
- Internship period of 6-10 weeks (based on company)
- Internship locations: Coimbatore, Chennai, Bangalore, Hyderabad, Vijayawada, Trivandrum, Pune

Key Skills & Competencies:

- Active listening
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- Timely Decision Making
- Execute to Priorities
- Commitment to Customer Success

- Be Innovative

Last Date to share the student's profile and apply through NI LabVIEW Academy Coordinator is **14th DEC, 2018 (SATURDAY) – 5.00 PM**

PI send the consolidated mail as per the attached formate along with individual resumes as zip file by LabVIEW Academy coordinator from the college mail id.

The resumes sent directly by students will not be considered for any further processing.

Important Dates to note:

Interview process : Between 17th to 27th Dec 2018. Details will be shared on 15th Dec

Internship results : 28th Dec 2018

Joining date for internship : 2nd Jan 2019

Thanks

Visweswaran Jagadeesan

Territory Manager – Academic South

National Instruments Bangalore

Phone: 080 - 411 900 99

Mobile: 91-99860-28517



--

PI Acknowledge/Respond/Update

Regards

Dr.S.M.GiriRajkumar

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Territory Manager – Academic South

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Phone: 080 - 411 900 99

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Dr.S.M.GiriRajkumar



DIRECTORATE OF TECHNICAL EDUCATION, CHENNAI - 600 025
and
DIRECTORATE OF COLLEGIATE EDUCATION, CHENNAI - 600 006
TAMIL NADU MBA ADMISSION 2020
PROVISIONAL ALLOTMENT ORDER FOR MBA COURSES*

Ref.No.TN/MBA/GCT/ALLOT/2020

Date: 16/11/2020

The under mentioned candidate is informed that he/she has been PROVISIONALLY allotted for admission to the First Year of the following Degree course and College of study as detailed below as per his/her option:

Application No	: 1202010766
TANCET 2020 Reg.No	: 22555004
Admission No	: 2020/2722/MBA/10028
Name of the candidate	: SATHISH R
Community	: BC
Course & Category	: MBA - Non-Minority
College Allotted	: 2722-Sri Krishna College of Technology (AUTONOMOUS),Kovaipudur, coimbatore district 641042
Quota	: BC

The candidate should report to the Principal/Dean/Director of the above college allotted with original documents mentioned overleaf on or before **25-11-2020**

The candidate who do not report for admission to the college on the stipulated date will lose the seat and cannot claim the seat afterwards.


Secretary

Tamil Nadu MBA Admission 2020

Please read the instructions given overleaf carefully.

*Allotment is subject to verification of originals by the college authority at the time of admission.



TAMIL NADU MBA ADMISSION 2020
ADMISSION TO MBA DEGREE COURSE
ACKNOWLEDGEMENT FOR THE RECEIPT OF PAYMENT**

Transaction Id	: 8098d9fc-e3e2-4cec-a277-ca67d8ad3607	Transaction Date	: 10/11/2020
Received	: Rs. 5000	Application No	: 1202010766
From Selvan/Selvi	: SATHISH R	TANCET 2020 Reg.No	: 22555004

towards initial payment which will be adjusted with the tuition fees at the time of admission in ,
2722-Sri Krishna College of Technology (AUTONOMOUS),Kovaipudur, coimbatore district 641042
in the first year MBA Degree Course during 2020-2021 through online counselling.


Secretary

Tamil Nadu MBA Admission 2020

* This acknowledgement should be carefully preserved and handed over to the Principal of the college at the time of Joining.



GOVERNMENT OF TAMIL NADU
TAMIL NADU MBA / MCA ONLINE COUNSELLING ADMISSION - 2020
APPLICATION FORM FOR ADMISSION TO MBA COURSE 2020-2021

Application Number: 1202010766

THE FOLLOWING CERTIFICATES IN ORIGINAL SHOULD BE PRODUCED AT THE TIME OF ADMISSION
WITHOUT FAIL

1. Mark List(s), Provisional Certificate / Degree Certificate obtained from the Institution last studied.
2. S.S.L.C. / H.S.C / equivalent.
3. Transfer Certificate and Conduct Certificate obtained from the Institution last studied.
4. TANCET - 2020 Hall Ticket and Mark Sheet.
5. Permanent Community Certificate with Gopuram Seal / electronic form / digitally signed e-Certificate if applicable.
6. Provisional Allotment order.
7. Acknowledgement for receipt of initial payment issued by the authorities of Tamil Nadu MBA/MCA Admissions - 2020.
8. Medical fitness certificate.
9. Four copies of passport size photograph.

NOTE:

I. Admission shall not be made without the Certificates mentioned in Sl.No.1 to 9 above.

II. The allotment has been made based on the information furnished by the candidate in his / her application. On verification of the Certificates, if the candidate is found to be not satisfying the eligibility rules or not producing the above original certificates or if there is a discrepancy between the candidate's details mentioned earlier and the originals produced by the candidate, the Principal of the college is empowered to deny admission to him /her and his /her selection and allotment will stand cancelled. This fact is to be intimated to The Secretary, Tamil Nadu MBA/MCA Admission - 2020, Government College of Technology, Coimbatore - 641 013 and concerned authorities at once.

III. The candidate is advised to have sufficient number of attested copies of all the certificates, as the originals will be retained in college for some time for verification.

IV. The candidates are also informed that hostel facilities in the allotted colleges are not guaranteed and they may have to make their own arrangements for their stay.

V. UNDER ANY CIRCUMSTANCES THE COLLEGE OF STUDY ALLOTTED WILL NOT BE CHANGED.

VI. The Principals are directed to verify the medical fitness of the candidates before admission. The Principals of the colleges are empowered to deny admission to candidates, if the candidates are otherwise found medically unfit.

VII. Only 80% of the initial amount paid during the counselling will be refunded for those candidates who do not join in the allotted institutions and request for refund by providing original allotment order with acknowledge receipt of payment to The Secretary, Tamil Nadu MBA/MCA Admissions 2020, Govt. College of Technology, Coimbatore on or before 31.01.2021

INSTRUCTIONS TO THE ADMITTING AUTHORITIES

For claiming the initial tuition fee from The Secretary, Tamil Nadu MBA/MCA Admissions-2020, Government College of Technology, Coimbatore-641013, the institutions should enclose this acknowledgement only for those who are studying at your Institutions.



பாரதிதாசன் பல்கலைக்கழகம்
BHARATHIDASAN UNIVERSITY
(Accredited with "A+" Grade by NAAC in the Third Cycle)
CENTRE FOR DISTANCE EDUCATION
PALKALAIKERUR, TIRUCHIRAPPALLI - 620 024

கொலைக்கல்வி மையம், பல்கலைப்பேரூர், திருச்சிராப்பள்ளி 620 024

STUDENT IDENTITY CARD



1. Name : K.SHYAM SUNDAR
2. Date of Birth : 27-02-1998
3. Application No. : 202050092
4. Course : M.B.A.
5. Year of Enrolment : 2020





**Registration Certificate
Government of Tamil Nadu
Department
(Food Safety Wing)**

**Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006**



Registration Number: **22421316000052**



- | | |
|--|--|
| 1. Name and permanent address of Food Business Operator (FBO) | AKASH BASKAR/LASSIBAE BHEL
B SECTOR, BHEL TOWNSHIP
KALASISAPURAM , Trichy Corporation
Ward-14 , Trichy Corporation Ward-14,
Tiruchirappalli, Tamil Nadu-620014 |
| 2. Address of location where food business is to be conducted / premises | B SECTOR, BHEL TOWNSHIP
KALASISAPURAM, Tiruverumbur block,
Tiruchirappalli, Tamil Nadu-620014 |
| 3. Kind of Business | Petty Retailer of snacks/tea shops |
| 4. Photo Identity Card | N/A |



This Registration certificate is issued under and is subject to the provisions of FSS Act, 2006 all of which must be complied with by the petty food business.

Place Tiruchirappalli

Issued On 20-01-2021 (New Registration)

Valid Upto: 19-01-2022 (For details, refer Annexure)

Registering Authority

Annexures:

1. [Product Annexure](#)
2. [Validity Annexure](#)
3. [Registration Id Card](#)

Note:

1. **Application for renewal of Registration Certificate can be filed as early as 180 days prior to expiry date of Registration Certificate. You can file application for renewal or modification of Registration Certificate by login into FSSAI's Food Safety Compliance System(<https://foscoc.fssai.gov.in>) with your user id and password or call us at 1800112100 for any clarification.**
2. **This Registration Certificate is only to commence or carry on food businesses and not for any other purpose.**
3. **This is computer generated Registration Certificate and doesn't require any signature or stamp by authority.**
4. **This Registration Certificate is allowed to conduct food businesses activities having annual turnover upto Rs. 12 Lacs only.**

Product Annexure



Registration Certificate
Government of Tamil Nadu
Department
(Food Safety Wing)
Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006



Registration Number: **22421316000052**

Detail(s) of Food Item

[**Note:** Only standardised food products are allowed to be manufactured as per the list available on FoSCoS.]

Sl. No	Food Item(s)
1	01 - Dairy products and analogues, excluding products of food category 2.0
2	16 - Prepared Foods
3	15 - Ready-to-eat savouries
4	07 - Bakery products

Validation And Renewal Annexure



Registration Certificate
Government of Tamil Nadu
Department
(Food Safety Wing)

Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006



Registration Number: **22421316000052**

Validity From	Validity Upto	Issued On	Fee Paid	Type
20-01-2021	19-01-2022	20-01-2021	100 INR	New

Note:

1. Application for renewal of Registration Certificate can be filed as early as 180 days prior to expiry date of Registration Certificate. You can file application for renewal or modification of Registration Certificate by login into FSSAI's Food Safety Compliance System(<https://foscoc.fssai.gov.in>) with your user id and password or call us at 1800112100 for any clarification.

Registration ID Card

Registration ID Card		
	Registration ID: 22421316000052	
	Valid Upto: 19-01-2022	
	Name: AKASH BASKAR/ LASSIBAE BHEL	
	Address: B SECTOR, BHEL TOWNSHIP KALASISAPURAM, Tiruverumbur block, Tiruchirappalli, Tamil Nadu-620014	
	KOB: Petty Retailer of snacks/ tea shops	
Govt ID Card: N/A		
Issuing Authority: Tiruchirappalli	Issued On: 20-01-2021	
[Disclaimer: This Registration ID card is issued only for the provisions laid down under Food Safety and Standards Act, 2006 and hence, shall not be used for any other purpose.]		



**Registration Certificate
Government of Tamil Nadu
Department
(Food Safety Wing)**

**Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006**



Registration Number: **22420594000155**



- | | |
|--|---|
| 1. Name and permanent address of Food Business Operator (FBO) | Trichy Car Biryani
2 139 A Manikandam block
Tiruchirappalli Tamil Nadu-620102 |
| 2. Address of location where food business is to be conducted / premises | Williams Road(opp to sona mina theatre),
Cantonment, Trichy - 620102., Trichy
Corporation Ward-44, Trichy Corporation
Ward-44, Tiruchirappalli, Tamil
Nadu-620001 |
| 3. Kind of Business | Restaurants |
| 4. Photo Identity Card | N/A |



This Registration certificate is issued under and is subject to the provisions of FSS Act, 2006 all of which must be complied with by the petty food business.

Place Tiruchirappalli

Issued On 27-10-2020 (New Registration)

Valid Upto: 26-10-2021 (For details, refer Annexure)

Registering Authority

Annexures:

1. [Product Annexure](#)
2. [Validity Annexure](#)
3. [Registration Id Card](#)

Note:

1. **Application for renewal of Registration Certificate can be filed as early as 180 days prior to expiry date of Registration Certificate. You can file application for renewal or modification of Registration Certificate by login into FSSAI's Food Safety Compliance System(<https://foscoss.fssai.gov.in>) with your user id and password or call us at 1800112100 for any clarification.**
2. **This Registration Certificate is only to commence or carry on food businesses and not for any other purpose.**
3. **This is computer generated Registration Certificate and doesn't require any signature or stamp by authority.**
4. **This Registration Certificate is allowed to conduct food businesses activities having annual turnover upto Rs. 12 Lacs only.**

Product Annexure



Registration Certificate
Government of Tamil Nadu
Department
(Food Safety Wing)
Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006



Registration Number: **22420594000155**
Detail(s) of Food Item

[**Note:** Only standardised food products are allowed to be manufactured as per the list available on FoSCoS.]

Sl. No	Food Item(s)
1	16 - Prepared Foods

Validation And Renewal Annexure



Registration Certificate
Government of Tamil Nadu
Department
(Food Safety Wing)



Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006

Registration Number: **22420594000155**

Validity From	Validity Upto	Issued On	Fee Paid	Type
27-10-2020	26-10-2021	27-10-2020	100 INR	New

Note:

1. Application for renewal of Registration Certificate can be filed as early as 180 days prior to expiry date of Registration Certificate. You can file application for renewal or modification of Registration Certificate by login into FSSAI's Food Safety Compliance System(<https://foscoc.fssai.gov.in>) with your user id and password or call us at 1800112100 for any clarification.

Registration ID Card

Registration ID Card		
	Registration ID: 22420594000155	
	Valid Upto: 26-10-2021	
	Name: Trichy Car Biryani	
	Address: Williams Road(opp to sona mina theatre), Cantonment, Trichy - 620102., Trichy Corporation Ward-44, Trichy Corporation Ward-44, Tiruchirappalli, Tamil Nadu-620001	
	KOB: Restaurants	
	Govt ID Card: N/A	
Issuing Authority: Tiruchirappalli	Issued On: 27-10-2020	
[Disclaimer:This Registration ID card is issued only for the provisions laid down under Food Safety and Standards Act, 2006 and hence, shall not be used for any other purpose.]		