

2020-21 offers

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Date:02-Sep-2021

Narmatha Nisha Tamizharasan
C10043536

3/142J, G R Nagar, Seelanaickenpatty,

8300279711

Dear Narmatha Nisha Tamizharasan,

Strictly Private and Confidential

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate
Management Level - 12
Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA, and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1


candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment based on preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate email by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.dor.soc@accenture.com. You are requested to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (this is a self-paced program). This program further provides useful details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the learning link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and insights that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 80% marks in each assessment post. In case you did not able to score the required 80% in your first attempt, you will get two additional attempts where you will receive a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after attaining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 100% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 100% in your first attempt, you will get two more opportunities to take this test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment in any time during the course of your employment with the Company you may be required to undergo an employment assessment test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test. Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/obligation. You may be one to the category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/consent by logging on to Accenture Recruitment Portal (https://a.gps.accenture.com/career/step) using your unique reference number, candidate identification (CID) and mobile number within 7 days (seven days) from the date of this letter post which the link will be disabled for you. However, if more your response before the expiration of 7 days (seven days) from the date of this letter, the terms of this offer of employment will be deemed to have been accepted by you unless otherwise communicated to you, by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Appendix II) along with the signed copy of this offer letter and Terms of Employment.

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		300000
(B) Local Variable Bonus (LVB), earning potential (at maximum 6.5%)		20500
Maximum Annual Total earning potential (A+B)		415500
Joining Bonus (Refer to the Section C)		25,000
(D) Additional Benefits		
Gratuity as per law [#]		9500
Insurance Premium/(medical value)		
Total Cash Compensation + Total Additional Benefits (A+B+C+D)		450000

(A) Annual Fixed Compensation

* Your annual fixed compensation is (INR 300000). This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

*As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your relative pay-out can range from 0% to 6.5% of the prescribed base pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your professional performance achievements and the Company's performance. In addition to these two components, your LVB is also based to your individual Utilization. The Company may, at any time and in its sole and absolute discretion, award, suspend, withdraw, vary, nullify, modify, any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these pay-outs and will be provided based on your tenure in Accordance with and considering the period of leave without pay during the said fiscal year.


Candidate's Signature:

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

- As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Eligibility amount is an approximation of your eligibility and the final person or any family amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One gratuity when advances subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Travel facility as per Company guidelines can be availed as per need.

Once you opt for a short-term insurance, you will be provided to actual date of joining the Company. In the unlikely event you choose to leave the Company, your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be determined as per this and payable to you, and should be repaid on termination of your employment. Any dues payable by you on termination of the received from you, the settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, revise and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and the Pension and Gratuation Assurances program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation of the B31 regulations with effect from July 2021, please note the requirement to carry continuing obligations that you have to remain to carry a gratuity (or other similar) insurance cover as per the terms of your employment, will be as above.

Any signing, joining, relocation or compensation is required by you, will be paid along with salary of the relevant or succeeding pay month. This amount is required to be paid per employment terms. Upon service termination or Account change, any such liability or obligation shall be made from your July 2021 pay month to the service month before your last working day in the Company. Any amounts we have deducted against any joining amounts shall be payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semesters (PG/DUG).
3. Original provisional degree certificate or conversion degree certificate.
4. Copy of X, XI and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/Diploma (as applicable) certificate.
6. Passport copy, if available (if not clear we apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the KYC guidelines requirement and any other compliance required by governing regulatory authorities like EPFO, ESIC, Aarogya Aam and others.
Please note that by voluntarily sharing your Address details, you are also authorizing us to share it with third parties under contract with the company and which we found by our due-diligence provisions to meet any regulatory requirements and internal procedure of the company including but not limited to making verifications. Do not limit the provision of Address details and social activities with us, as well as completing KYC requirements of EPFO is necessary and if you are unable to do so we may submit a copy of your PAN certificate to the regulators.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Date: 23-Jul-2021

Raventh Kumar Karunakaran
C9802230

6306, Idudakka pillaiyar kovil 5th street, Vengalikal, Tiruvanamalai,
6625933657

Dear Raventh Kumar Karunakaran,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate
Management Level - 12
Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 2ffa2fc8-c6dd-4f59-8ef9-721b1fe755df7_1
Signed By: Mahesh Vasudeo Zuralis

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is true, correct, and complete and no material information has been withheld by you. Applicant is providing employment and its preliminary information provided by you at the registration stage and a declaration of agreement with the eligibility criteria. You understand and acknowledge that your employment with Applicant is subject to further verification of status and necessary documents provided to Applicant as well as any other deemed necessary to fulfill your candidature. You shall continue to have the eligibility criteria up till and during Applicant's assessment and again final Applicant but the right to re-apply after an employment, if you are not selected or if you are not meeting the eligibility criteria at any time period.

Your employment shall be offered to you over a maximum of 6 months by Applicant or extending from the date your salary order is issued. You will receive an email from Candidate regarding the assessment details. You may contact us in the event of any queries regarding the details and the conditions as given on the advertisement.

Pre-employment Training Period: To provide a better grip with a wide range of experiences, Applicant has a special on-line learning module called "Online Job Fundamentals" and "Self Learning Program" for the respective recruitment. The program build of the on-line module the training of specific roles and duties of the respective positions shared with you. If you take up the training the candidate should be able to have a better grip on the job profile for the on-line assessment. You will have to complete the training in the stipulated time frame from the date provided to you.

Details of the program and assessment are as follows:

The program is divided into two segments for you. For assessment from a year's job and profile details information and details for you need to build your career development.

Along with that, after getting in-house you will be required to go through Technology/Functional Assessments shared on mail you. You can view it in the program.

On successfully completing the program with 45 days and a score of 70% in the program assessment you will be eligible to receive a notice letter from Applicant. The notice letter will be sent to you within 10 days of the date you fall in the assessment. If you are eligible, you can join within the program and can have the message of the training. The you will be able to join for any learning initiative.

To clear the assessment, you will need to score a minimum of 70% in each assessment. The score will be shared to you and you will be able to score a minimum of 70% marks in each assessment. You will need to score a minimum of 80% marks to a successfully clear the assessment.

During such technical, non-technical, help, guidance and support shall be provided to you as and when required. You will be able to clear the program assessment in three attempts, you offer will start when you are successful in clearing the assessment.

Your employment with Applicant is subject to you successfully completing the program assessment. You will be able to clear the program assessment in three attempts, you offer will start when you are successful in clearing the assessment.

Version 2.1 (Feb 2021)

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific job-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 80% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 80% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company, and in the absence of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment irrevocably.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to the category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/selection by logging on to Accenture Recruitment Portal (<https://jobs.accenture.com/career/apply>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (seven days) from the date of this offer post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing further. At the time of joining you are required to provide all documentation mentioned in Annexure (I) along with the signed copy of this offer letter and Terms of Employment.

Candidate's Signature

After accepting this offer we encourage you visit [Clickdown to the Company](#)

([http://careers.accounts.com/AboutUs/AboutUs/Pages/welcome-and-ask.aspx](#)). This is a great opportunity to help you successfully navigate the last days, weeks and months of your career at Accurate. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the field.

In case you have any feedback, suggestion or have any query, feel free to write an e-mail to:

HR@accounts.accounts.com/careers

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND RECEIVED



Manish Vinodan Zurek
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

CONFIDENTIAL

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		383000
(B) Local Variable Bonus (LVB) earning potential (at maximum & 5%)		32500
Maximum Annual Total earning potential (A+B)		415500
Joining Bonus (Refer to the Section C)		25,000
(D) Additional Benefits		
Gratuity as per law [#]		95100
Insurance Premium(notional value)		
Total Cash Compensation + Total Additional Benefits (A+B+C+D)		450000

(A) Annual Fixed Compensation

* Your annual fixed compensation is INR 383000. This includes allowance structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-off can range from 0% to 5% of the proposed fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roster of the Company on the date of disbursement of these pay cuts and will be provided based on your tenure in Accrature India and considering the period of leave without pay during the said Fiscal year.

10. Jersey Share

You are also eligible for a Jersey bonus and an additional bonus in per the terms mentioned below

- Jersey Bonus of 10% 25,000 payable upon joining the organization and will be paid in 4 equal installments of joining a secondary pay month. It shall be paid in your service and separate from the bonus share or remuneration by the Company before completion of 1 year from the date of joining the organization to be received from you.

Note For International Worker Only

- As per under Resident First job regulations, according to the Resident First regulations, Exemption of any stock or as per the existing law. Please note that some per-eligible employees as well as employer's contribution to Provident Fund, separate share will be made to Provident Fund contribution as per applicable laws/regulations in a separate bank. Withdrawal of any from Provident Fund is regulated by the Government of the respective and providing law (resident from time to time). Any further decrease of any applicable law and provisions will come to the attention.

- An additional separate law from time to time.

Special conditions for current Company financial year

A section of your annual cost cost compensation, you will be eligible for joining with a bonus

1. Exclude your share of joining, Medical Insurance for self, spouse and 2 dependent children from the amount of the self to match the Company.
2. You have the right of ending business regular cost to cover your share of the cost under a separate insurance plan up to 10% 50,000 per month. The amount shall be paid to you. The cost shall be coverage of pre-existing disease.
3. For International worker, you have the benefit insurance plan, spouse and 2 dependent children, including coverage of self, spouse, or child.
 - 10% of cost shall be for self, spouse and 2 dependent children.
 - 20% of cost shall be for spouse, child's, and 2 dependent children.
4. Personal Accident coverage for self, up to 10% from your gross salary. The amount shall be paid to you.
5. Life Insurance coverage, equivalent to one time of your annual basic compensation.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus:** of INR 25,000 payable upon joining the organization and will be paid out along with salary for the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company, the bonus will be paid down or redemptions by the Company before completion of 1 year from the date of joining, however the bonus will be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all Indian Workers. Exemptions if any, shall be as per the existing law. Please note that since your role is for Company, it includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment to your salary will be made by Provident Fund contributions as per applicable law/regulation in existence for any given time. Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to approval and prevailing laws (amended from time to time). Any person desirous of such withdrawal shall follow applicable law and procedures laid down by the authorities.

- * As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, and will be governed by Company policy.

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 20,00,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accutrace negotiated rates to cover your parents, parents-in-law and other children under a separate insurance plan up to INR 500,000 per annum. The entire premium for the above will be borne by you. The plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to pay a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents-in-law and additional children under the separate insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with maximum limit of INR 20,00,000.

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Date: 24-Aug-2021

Albin Abraham
C9922384

AICKARA (H), MANGARA B, NAGAR, CHAPPARAPADAVU (P.O), 670501, KANNUR

9605412022

Dear Albin Abraham,

Strictly Private and Confidential

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center. Please see per the below terms and conditions:

Job Profile - Application Development Associate
Management Level - 12
Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the commitment to be submitted by you.
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualitative assessment from your college with an aggregate of 65% and above or B.E COPE and above in the current degree we will be expecting completion of placement and/or subsequent enrollment of studies, whichever may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/documents provided to Accenture as well as any further verifications deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till end of the offer joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of lack of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation of your end.

Your onboarding date will be estimated to you over a separate e-mail by Accenture onboarding team. Few weeks prior to your actual onboarding date. You will receive an email from Onboarding@acc.wa@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed special online learning module called - Technology Fundamentals Online Learning Program (Hereafter referred to as "program"). This program further provide details about the training opportunities and terms of training/externship will be shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, we plan for the on-boarding assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of this program and assessments are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments at your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 80% marks in each assessment but in case you are not able to score the required 80% in your first attempt, you will get two additional attempts which you will need to score a minimum of 80% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in those attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timelines, for the specific skill set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you consenting to particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory jurisdiction/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The category shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirement/compliance. You may be asked to provide your details and be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/acceptation by signing on to Acceptance Requirement Form. <https://hrdts.fra.accenture.com/default.html> using your unique reference number, candidate ID and email address within 7 days (Seven days) from the date of this letter you, which the first will be provided to you. Please do not show up your presence before the expiration of 7 days (Seven days) from the date of the offer, the letter of this Offer or any material of the offer to have been signed by you, unless otherwise communicated to you by the Company in writing. Further, all the job offer/offer you are required to provide all documentation mentioned in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

candidate's Signature

After accepting this offer, we encourage you to add Cerebrow to the Company (http://www.cerebrow.com) to your desktop, and we'll get you some desktop news. This is free, intended to help you learn more about our products and services. It will also provide you with you a continuously changing list of best deals, awards and insights on the latest in the industry. If you have any questions, please feel free to contact us at info@cerebrow.com.

If you have any feedback regarding our products or services, please feel free to write us at info@cerebrow.com.

We look forward to hearing from you regarding your decision to join the Company, and we'll be happy to help you with any questions you may have.

Yours sincerely,



Matthew Vaysses Zandi
Senior Marketing Director
Lead, Advanced Technology Center, and

[Name: Matthew Zandi]

ACKNOWLEDGE 2 AND 3 ONLY

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash Compensation structure as per the Company guideline is:

Total Cash Compensation Elements	Annual (INR)
(A) Annual Fixed Compensation	300,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 1.5%)	32,500
Maximum Annual Total earning potential (A+B)	412,500
Joining Bonus (Refer to the Section C)	20,000
(D) Additional Benefits	
Gratuity as per law ^a	9,500
Insurance Premium (nominal value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	420,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 300,000. This includes of base cost structured in accordance with the Company compensation guideline and applicable statutory norms. Please note the annual fixed compensation includes your other's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your earnings.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your incentive pay can range from 0% to 1.5% of the projected fixed pay in the fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your individual L1R rating. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw, vary, or cancel any of the terms and conditions of the LVB programme guidelines. The LVB will be paid on the basis of the terms of the Company on the date of measurement of these pay rules and will be provided based on your tenure in Assamure India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except by lay down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount will be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (COT) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly pay will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments for laws time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawals need to comply with applicable law and procedures laid down by the authorities.

- * As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual local cash compensation, you will be eligible for following benefits, which will be given by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in law & any address child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5.00.300

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms. If your service commitment with Accenture change, Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfall will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
 2. Original marksheet of all semester (PG/UG).
 3. Original provisional degree certificate or convocation degree certificate
 4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
 5. Copy of Degree/Diploma (as applicable) certificates.
 6. Passport copy, if available (if not please apply immediately).
 7. Pan Card
 8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
- Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and linking Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do this may delay submission of your PF contributions to the regulators.



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear Akshay P

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

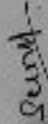
If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift
Willing to travel PAN Tamilnadu / PAN India
& Other Benefits

Your expected hire month will be on or before the August 2021 .

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,


HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear Ameer Khan M

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:
Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India
& Other Benefits

Your expected hire month will be on or before the August 2021 .

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

Sund
HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030,
India.



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear *Abandaj*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:
Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India
& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment liability norms.

Sincerely,

Sunit
HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear *Anandharaj A*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:
Day Time Shift

Willing to take travel PAN Terminiadu / PAN India
& Other Benefits

Your expected hire month will be on or before the August 2021.

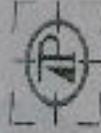
We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

Sund
HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear *Chithiraiselvan P*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India
& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remains as per our recruitment industry norms.

Sincerely,

Sundar
HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBADA TEMPLE,
SHENOV NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com

Offer Letter

Dear Dharmak

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

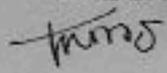
If you are to accept this offer you will be eligible to the following in accordance to our company's policies:
Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India
& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,


HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030,
India.



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear Girithiba, R

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear Gokul Sriram V

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021 .

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear *Gulam Rasool Mohamed.S*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear *Hari Haran M*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear Hari Dass V

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear Johnson S

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear *Mathupandi*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

Senthil

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.

ia.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear *Narasimhan M*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear *Ragul Raj.S*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021 .

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

Sund

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear *Rajesh R*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear Ravi Kumar P

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear Sanju Varman G

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear *Santhosh Kumar M*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

- Day Time Shift
- Willing to take travel PAN Tamilnadu / PAN India
- & Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Offer Letter

Dear *Saravanan M*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

- Day Time Shift
- Willing to take travel PAN Tamilnadu / PAN India
- & Other Benefits

Your expected hire month will be on or before the August 2021 .

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear *Sreedha S. Kumar*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED,
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030,
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd

Topomapping & Engineering Surveying

Offer Letter

Dear Subashobana R

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com



Apex Topomappers Pvt Ltd
Topomapping & Engineering Surveying

Offer Letter

Dear *Sudharsan S*

We are pleased to offer you a job as a Trainee at Apex Topomappers Pvt Ltd, Chennai.

We think that your experience and skills will be a valuable asset to our company.

If you are to accept this offer you will be eligible to the following in accordance to our company's policies:

Day Time Shift

Willing to take travel PAN Tamilnadu / PAN India

& Other Benefits

Your expected hire month will be on or before the August 2021.

We look forward to welcoming you to our team. Remain as per our recruitment industry norms.

Sincerely,

HR Team

Date:

APEX TOPOMAPPERS PRIVATE LIMITED.
NO.20, WEST PARK ROAD, FIRST FLOOR,
BEHIND SAIBABA TEMPLE,
SHENOY NAGAR,
CHENNAI - 600 030.
India.

www.apextopomappers.com

2/17/22, 10:00 AM

Mail - Ravindrakrishna PT Officer - Outlook

Aptiv components private limited, Vallam

Kumar, Loganathan <loganathan.kumar@aptiv.com>

Wed 4/7/2021 4:51 PM

To: Ravindrakrishna PT Officer <ravindrakrishna@paavai.edu.in>

Dear Ravinder,

As discussed, find the below name list who joined Aptiv components private limited, Vallam.

S.No	Name of the students	College	Department
1	ABINAYA S	PAAVAI ENGINEERING COLLEGE	ECE
2	AKSHAYA N	PAAVAI ENGINEERING COLLEGE	ECE
3	DHARANI R	PAAVAI ENGINEERING COLLEGE	ECE
4	DIVYA T	PAAVAI ENGINEERING COLLEGE	ECE
5	DIVYADHARSHINI L	PAAVAI ENGINEERING COLLEGE	ECE
6	HARINI R	PAAVAI ENGINEERING COLLEGE	ECE
7	JAYASHREE D	PAAVAI ENGINEERING COLLEGE	ECE
8	KARTHI S	PAAVAI ENGINEERING COLLEGE	ECE
9	KARUNAMOORTHY R	PAAVAI ENGINEERING COLLEGE	ECE
10	LAKSMI PRABA A S	PAAVAI ENGINEERING COLLEGE	ECE
11	MALINI S	PAAVAI ENGINEERING COLLEGE	ECE
12	MOHAMMED ARKAM R	PAAVAI ENGINEERING COLLEGE	ECE
13	MONICA T P	PAAVAI ENGINEERING COLLEGE	ECE
14	PAVITHRALAKSHMI G	PAAVAI ENGINEERING COLLEGE	ECE
15	PRATHIKSHA V R	PAAVAI ENGINEERING COLLEGE	ECE
16	PRAVEEN V	PAAVAI ENGINEERING COLLEGE	ECE
17	PREETHI G	PAAVAI ENGINEERING COLLEGE	ECE
18	RACHEL M	PAAVAI ENGINEERING COLLEGE	ECE
19	RAHUL KANNAN S	PAAVAI ENGINEERING COLLEGE	ECE
20	SAKTHIVEL M	PAAVAI ENGINEERING COLLEGE	ECE
21	SANDHIYA S	PAAVAI ENGINEERING COLLEGE	ECE
22	SOWNDARYA R	PAAVAI ENGINEERING COLLEGE	ECE
23	VINOTHINI S	PAAVAI ENGINEERING COLLEGE	ECE
24	ARUNRAJ R	PAAVAI ENGINEERING COLLEGE	EEE
25	KEERTHANA S	PAAVAI ENGINEERING COLLEGE	EEE
26	MANASHA M	PAAVAI ENGINEERING COLLEGE	EEE
27	NALINADEVI G	PAAVAI ENGINEERING COLLEGE	EEE
28	SILPA S	PAAVAI ENGINEERING COLLEGE	EEE
29	SRIDHAR S	PAAVAI ENGINEERING COLLEGE	EEE
30	SUDHARSON S	PAAVAI ENGINEERING COLLEGE	EEE
31	NISHA M	PAVAI COLLEGE OF TECHNOLOGY	ECE
32	AJANTHA A	PAVAI COLLEGE OF TECHNOLOGY	EEE
33	SRINITHI S B	PAAVAI COLLEGE OF ENGINEERING	ECE
34	VARSHINI P	PAAVAI COLLEGE OF ENGINEERING	ECE
35	VISHWA S	PAAVAI COLLEGE OF ENGINEERING	ECE

Best Regards,

K. Loganathan

Aptiv components private limited

Vallam



30-Aug-2021

Dear Harish M,
B.E. (Hons.), Aeronautical Engineering
PAAVAI ENGINEERING COLLEGE

Candidate ID - 17786471

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college

processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

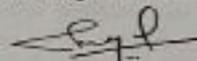
3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.



Maya Sreekumar

Vice President - Human Resources

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

Signature: 

Date:

Compensation and Benefits

Name: Harish M

Designation: Programmer Analyst
Trainee



20-Jan-2021
Ajith Kumar G
B.Tech/B.E. Computer Science & Engineering
Paavai Engineering College,Rasipuram

Dear Ajith,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for a period of **3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,


Suresh Bethavandu
Global Head-Talent Acquisition

I accept the terms and conditions of the offer as mentioned above.

Signature: 

Date:

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

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

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

Leave & Vacation:

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

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

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

Provident Fund Wages:

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

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".

• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus. Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.

• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.

• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **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.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Harish M, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall

return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.

- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period, and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

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

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited [Name of Employee]

Sign: _____
Name:

Sign: _____ Name:



20-Jan-2021
Narendran M
B.Tech/B.E. Computer Science & Engineering
Paavai Engineering College,Rasipuram

Dear Narendran,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for a **period of 3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting:

- Photocopy of your Passport & Visa

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,



Suresh Bethavandu
Global Head-Talent Acquisition

I accept the terms and conditions of the offer as mentioned above.

Signature:

Date:



27-Apr-2021

Dear Jesima Yasmeen M,
B.Tech/B.E., Electronics and Communication Engineering
Paavai Engineering College,Rasipuram

Candidate ID – 15411298

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

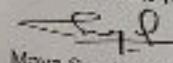
3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2020.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sree Kumar

Vice President - Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Jesima Yasmeen M

Designation: Programmer Analyst
Trainee

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

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

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

Leave & Vacation:

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

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

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

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **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.



23-Mar-2021

Dear Pavithran T,
B.Tech/B.E., Electronics and Communication Engineering
Paavai Engineering College, Rasipuram

Candidate ID – 15411299

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant must:

a) Cognizant must report to the appropriate state or local business skills requirements. The schedule during which this would be completed must be included in the evaluation and recorded with monthly stipend. The stipend dates would be outlined upon your registration for licensure.

b) There are several other Cognizant's criteria, risks, and need to adhere with attendance requirements and we depends on to be subject towards unavoidable issues or break requests from the program.

3.2 Continue SHI Development (CSD) Program:

a) CSD program is offered through a partner based engagement mode combined with integrated skill assessment and evaluation as the CSD program completion criteria upon meeting the completion milestone. Cognizant's enrolled candidates would be eligible to continue Cognizant CSD renews program.

b) There would be four alternative "integrated and integrated" entry pathway and CSD engagement. Any such "integrated" would lead to equitable selection, such as including the reevaluation of this information after market or "integrated" during the period and could modify or amend the Cognizant 3.3 Specific Training Policy in force.

3.3 Specific Training Policy in force:

a) Cognizant continues to invest in the training of the employees and SHI and SHI training is a formal on-the-job training offered to employees based on the business specific skill needs. The terms and conditions of the training will be governed by Cognizant's SHI policy and standards.

b) The Cognizant's investment in the Cognizant's SHI Development (CSD) consider quality as the entry milestone in the CSD training and several other criteria will be provided to provide.

https://www.cognizant.com/shi

You are invited to join us. Should you have any queries or difficulties, please do not

hesitate to contact us.

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Suresh

Vice President

Human Resources

1 New Road, 1st City, Bangalore and Group, the above

Signature

Date: _____

Compensation and Benefits

Name: Pavithran T

Designation: Programmer Analyst
Tiruvor

Sl. No.	Description	Monthly	Yearly
1	Basic	10900	128,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1200	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7949	95,388
	Annual Gross Compensation		22,000
	Incentive Indication (per annum)**		302,488
	Annual Total Compensation		19,320
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		401,888
	Annual Total Remuneration		

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insured benefit as per 40 Employees' Compensation Act, 1948
- Employees' Compensation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Gratuity, as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your joining, you will be entitled with the below mentioned leave as per year of entry in line with the Statutory requirements. You shall be entitled to avail the leave as follows (per employee and your Manager)

Sl No	Category of Leave	No. of leave days
1	Emergency Leave	11
2	Sick Leave	12
3	Casual Leave	6

* From date of joining, women associates will be entitled to maternity leave based on statutory as mentioned in the Maternity Benefit Act

• In addition to the above, as per Company policy, you are eligible for 1100 days of emergency leave and maternity leave by adhering to the conditions as specified in the Company's India Leave Policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payoff".
- Determination of PF Wages for the purpose of contribution, PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advance Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (ACC/CI) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration (as to an Associate it is particular month) which includes any recurring (or) ad-hoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes cover for one month in the said contribution period.

• **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to appoint dependents of your salary to a member that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Flexible your salary structure with in prescribed guidelines
3. Diversify your savings

• **Incentive Indicators:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program be discretionary, subject to change, and based on individual and company performance. It is proposed to be decision spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of receive the payout.

• **Advance Statutory Bonus:** As per the provisions of Payment of Bonus Act, 1965

Note: Any statutory provision 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 exercising significant time and resources in the same 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 payments and benefit communication at Cognizant. If you change 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.



29-Jan-2021

Sandhya C

B.Tech/B.E: Electronics And Communication Engineering
Paavai Engineering College,Rasipuram

Dear Sandhya,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an Internship with us for a period of 3 to 6 months, during which you will be offered a stipend Amount of INR 120000/- per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you,

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include In-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SMC interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of Internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the Internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the Internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

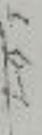
You will also be required to submit the following documents at the time of reporting:

- Photocopy of your Passport & Visa

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal Individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bathazandu
Global Head - Talent Acquisition

I accept the terms and conditions of the offer as mentioned above.

Signature: _____

Date: _____

23-Mar-2021



Dear Gubbala Shammappa,
 R. Venkatesh, Resources and Communication Engineering
 Prolong Engineering College, Rajahmundry

Candidate ID - 15411300

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

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

During your probation period of 12 months, which focuses your selfing program, you will be eligible to an Annual Total Remuneration (ATRT) of INR 401,308/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 10,800/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in Conversation and Benefits. Your remuneration is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, creating the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATRT) would stand revised to INR 488,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as mentioned in Employment Agreement. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-employment conditions as detailed in this letter and other communications shared with you.

Please note:

1. 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 amounts in your Graduate/Post-Graduation.
2. This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any selection to the offer validly will be at the sole discretion of Cognizant.
2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the pre-joined Internship or Continuous SMI Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selectees even before they join us. This is through Cognizant Internship and Continuous SMI Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your co-ordinator with Cognizant would be provided based on the successful completion of same. In event of non-completion of the Internship or Continuous SMI Development program, Cognizant may at its sole discretion transfer this offer of employment.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business staffing requirements. The performance during internship would be monitored through formal evaluations and reviewed with monthly spend. The relevant details would be notified upon your registration for placement.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continue Skill Development (CSD) Program

a) CSD program is offered through a platform based engagement mode combined with integrated SHL assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards pool joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero intervention to recruitment and re-employment during internship and CSD engagement. Any such intervention would lead to appropriate disciplinary action including the revocation of the employment offer. Cognizant reserves the right to discontinue the program if significant and repeated non-compliance and inactivity of Cognizant during the period and could modify or suspend the Cognitive and CSD program terms and conditions from time to time.

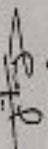
3.3 GenC Training Pool Job-ff:

a) Cognizant continues to invest in skill building of the entry level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skill g needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

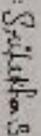
b) The Cognizant Internship or the Continue Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as least towards prioritization for placements.

We look forward to you joining us. Should you have any further queries or clarifications, please log into HR@skmsh.com or hr@skmsh.com.

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.


Mayya Sreenivas
Vice President - Human Resources

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

Signature:  Sridhar S

Date: 11-01-2022

Letter of Trainee

Ref No: EXISVT/CP/0321/00461

Date: 28th April 2021

To
AGASH S
Department : CSE
Pasval Institutions

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 16th May 2021.

The terms and conditions governing your training are given below:

1. Training period

You will be on training for a period of 3 months after the date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 8500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of service rules and regulations or standing orders of the Company by giving 30 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiary or associated companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

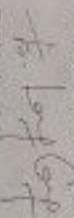
Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of the appointment and return the same to us.

What welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee

Raj Yadav A K
Head of People & Culture



Letter of Trainee

Ref No: EXISVT/CP/0321/00462

Date: 26th April 2021

To
ASHOKKUMAR M
Department : CSE
Passavat Institutions

Dear **ASHOKKUMAR M,**

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2021.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you

2. Consolidated Stipend

A sum of Rs. 95000/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of this Understanding to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us. Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee

Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCPI/0321/00463

Date: 26th April 2021

To
DARWIN PREMKUMAR R
Department : ECE
Parent Institution

Dear **DARWIN PREMKUMAR R,**

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2021**

The terms and conditions governing your training are given below:-

- 1. Training period**
You will be on training for a period of 2 months effective date of starting of this program, which will be indicated to you.
- 2. Consolidated Stipend**
A sum of **Rs.9500/- (Nine Nine Thousand Five Hundred Only Only)** per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.
- 3. Notice period during Training**
The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainees as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of amount intailed thereof.
- 4. Posting**

Initially you will be posted at **Chennai**. However during this period of training, you can be transferred to any other re-arrangement of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company under its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period could be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and security as regards the work of the company and/or its subsidiaries or associates' properties and in case of any breach of discipline, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.
Whilst welcoming you to the Edmio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Edmio Services and Solutions Private Limited

Signature of the Trainee

Raj Yadav A.K.
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCPI032100464

Date: 26th April 2021

To
SUMITHA S
Department : ECH
Parent Institutions

Dear SUMITHA S

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of the program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 9500/- (Nine Nine Thousand Five Hundred Only) only per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainee or grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 8 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during the period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the manager etc. in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed to the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy in regard to the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/breach, your Training may be terminated assigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

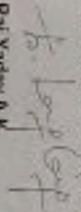
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

While welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCPI0321/000465

Date: 26th April 2021

To
SRINANDHINI M
Department : EEE
Parent Institutions

Dear SRINANDHINI M,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 16th May 2021

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or stemming orders of the Company by giving 10 calendar days notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However, during this period of training, you can be transferred to any other department/office of the company anywhere in India. You may also be assigned such other duties as may be at the discretion of the management in any branch or office of the company and/or its subsidiaries or associate companies.

3. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of disciplinary code, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

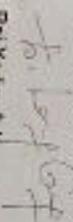
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVT/CP/0321/00466

Date: 26th April 2021

To
AMBRISH NATH G
Department : IT
Pravai Institutions

Dear **AMBRISH NATH G**,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2021.

The terms and conditions governing your training are given below:

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of this Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other location/department of the company, wherever in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline, your training may be terminated by the company with immediate effect.

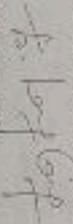
8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the management cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us. We are wishing you to be with us in the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A.K.
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCPI0327100469

Date: 26th April 2021

To
EDINSIRO J
Department : IT
People Insulators

Dear EDINSIRO J

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2021.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of the program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, grant, for the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainee on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days notice or upon payment of stipend in full thereof.

4. Posting

Initially you will be posted at Chennai. However during the period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the sporadic/cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be terminated as may be decided by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

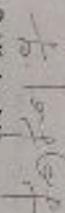
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information furnished or any other information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter (retaining your acceptance of the above terms and conditions of this appointment) and return the same to us.

With welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yashwanth A.K.
Head of People & Culture

Letter of Trainee

Ref No: EXISVTC/P0321/00467

Date: 26th April 2021

To
JAYASWEATHA V
Department : IT
Paavai Institutions

Dear JAYASWEATHA V,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of the program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 9500- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

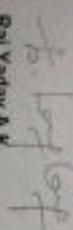
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A.K
Head of People & Culture

Letter of Trainee

Ref No: EXIS/ITCP/0321/00468

Date: 26th April 2021

To
SANTHOSH KUMAR P
Department : IT
Passara Institutions

Dear SANTHOSH KUMAR P,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2021.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 (ten) calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during the period of training, you can be transferred to any other department/office of the company anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 26th April 2021

Ref No: EXISVTCPI0321/00473

To
AMBIKA R
Department - MBA
Paavai Institutions

Dear **AMBIKA R**,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs 9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at **Chennai**. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You can be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee

Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCPI0321/00474

Date: 26th April 2021

To
ANUSHIYA B
Department : MBA
Paaral Institutions

Dear **ANUSHIYA B**,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at **Chennai**. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTC/P/0321/00475

Date: 26th April 2021

To
DHARSHINI A
Department - MBA
Paavai Institutions

Dear DHARSHINI A,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

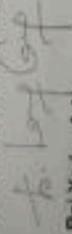
You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us. Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited



Raj Yadav A K
Head of People & Culture

Signature of the Trainee

Letter of Trainee

Ref No: EXISVTCPI/0321/00476

Date: 26th April 2021

To
DINESH B
Department : MBA
Reserve Institutions

Dear **DINESH B**,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of **Rs. 9500/- (Nine Nine Thousand Five Hundred Only Only)** per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in full amount.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/honesty, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If at any time in future it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.
Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited



Raj Yadav A. K.
Head of People & Culture

Signature of the Trainee

Letter of Trainee

Ref No: EXISVTCPI0321/00477

Date: 26th April 2021

To
GOPALAKRISHNA T
Department : MBA
Paavai Institutions

Dear **GOPALAKRISHNA T**,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of **Rs.9500/- (Nine Nine Thousand Five Hundred Only Only)** per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of amount in lieu thereof.

4. Posting

Initially you will be posted at **Chennai**. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

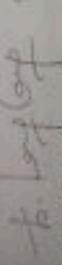
You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCP/0321/00478

Date: 26th April 2021

To
NANDHINI DEVI S
Department: MBA
Paswal Institutions

Dear **NANDHINI DEVI S**,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of **Rs. 9500/- (Nine Nine Thousand Five Hundred Only Only)** per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of amount in lieu thereof.

4. Posting

Initially you will be posted at **Chennai**. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch / office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and its subsidiaries or associate companies and in case of any breach of discipline, your Training may be force resigned by the company with immediate effect.

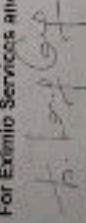
8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If at any time in future, it comes to light that any of the information is incorrect or if any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

While welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited



Raj Yadav A K
Head of People & Culture

Signature of the Trainee

Letter of Trainee

Ref No: EXISVTCPI032100479

Date: 26th April 2021

To
SHANMUGAPRIYA R
Department : MBA,
Paavai Institutions

Dear **SHANMUGAPRIYA R**,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2021**

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs 9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

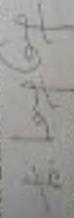
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yeddy A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCPI032100480

Date: 26th April 2021

To
VETRIVEL
Department : MBA
Paavai Institutions

Dear **VETRIVEL**,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**

The terms and conditions governing your training are given below:

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be intimated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

This Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in full, thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCPI032100481

Date: 26th April 2021

To

YUVARAJ
Department : MBA
Paavai Institutions

Dear YUVARAJ,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. **9500/- (Nine Nine Thousand Five Hundred Only)** per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at **Chennai**. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

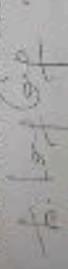
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

While welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTC/P/0321/00470

Date: 25th April 2021

To
BHARATHI V
Department : MCA
Paavai Institutions

Dear **BHARATHI V**,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:

1. Training period

You will be on training for a period of 3 months effective date at starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of **Rs.9500/- (Nine Nine Thousand Five Hundred Only)** per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

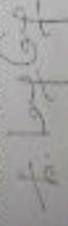
You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTC/0321/00471

Date: 26th April 2021

To
SUMITHRA V
Department : MCA
Paavai Institutions

Dear **SUMITHRA V**,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of **Rs.9500/- (Nine Nine Thousand Five Hundred Only)** per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving '10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at **Chennai**. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

What's welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us!

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A K
Head of People & Culture

Letter of Trainee

Ref No: EXISVTCPI032100472

Date: 26th April 2021

To
VARSINI M
Department : MCA
Pravai Institutions

Dear VARSINI M,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2021**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign this copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A.K.
Head of People & Culture

Letter of Trainee

Date: 21-4-21

To DAS J
MGA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21.4.21

To *Deepa.S*
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2020**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

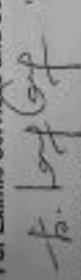
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yedav A. K.
Head of People & Culture

Letter of Trainee

Date: 21.4.21

To *Karthiga. T*
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2020**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of **Rs.9500/- (Nine Nine Thousand Five Hundred Only)** per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review
Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation
On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct
You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

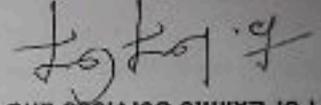
8. Terms and Conditions
You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.
Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

Signature of the Trainee

For Eximio Services and Solutions Private Limited

Raj Yadav A K
Head of People & Culture



Letter of Trainee

Date: 21.4.21

To

Madhu Bala.P
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

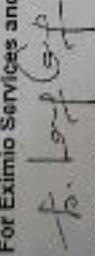
8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited



Raj Yadav A K
Head of People & Culture

Signature of the Trainee

Letter of Trainee

Date: 21.4.21

To

Margala.sundaram.k
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2020**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500.- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee

Raj Yadav A K

Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21.4.21

To

Maniyarasan T
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2020**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of **Rs.9500/- (Nine Nine Thousand Five Hundred Only)** per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

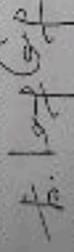
You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21-4-20

To

Mounika S
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited



Raj Yadav A K
Head of People & Culture

Signature of the Trainee

Letter of Trainee

Date: 21.4.21

To

Niroujana
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.95000. (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai, however during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

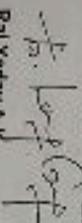
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

While welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21/4/21

To

Revathi.D
 MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of disciplinary trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

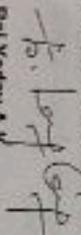
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21.4.21

To

Sudhin V
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of the program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend. You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

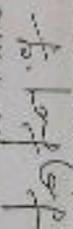
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

What's welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A.K.
Head of People & Culture

Letter of Trainee

Date: 21/4/21

To

VBOB.E
MBA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 16th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.8500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of the letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee

Raj Yadav A K

Head of People & Culture

Letter of Trainee

Date: 21.4.21

To *Arusha S*
MCA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2020**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. \$500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/breach, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

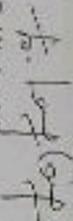
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21-4-21

To
A. Ravindran S
MCA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of the letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, wherever in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

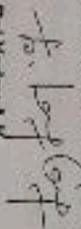
You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee


Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21/4/21

To
B. Prandhak
MCA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.
You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during the period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline, your Training may be terminated by the company with immediate effect.

8. Terms and Conditions

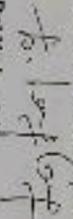
You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

What welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A.K
Head of People & Culture

Letter of Trainee

Date: 21.4.21

To

Devadharsini R
MCA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs. 9500/- (Nine Five Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/hust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

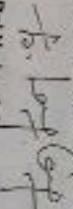
You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21.4.21

To

Divya-B
 MCH

Dear AGASH S,

Further to the interview you had with us, we are pleased to report you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in full thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

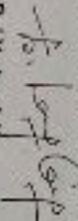
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21 / 4 / 21

To

Jswarya, A

MCA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/ trust, your Training may be forced resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as they be amended from time to time.

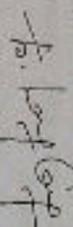
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21.07.21

To

Koosa Priya S
MCA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

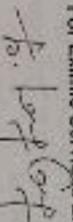
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21.4.21

To

Ms. A. Sathya R
HCL

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from 10th May 2020.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during the period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

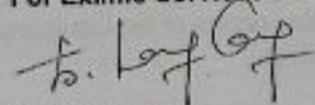
8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited



Raj Yadav A K
Head of People & Culture

Signature of the Trainee

Letter of Trainee

Date: 21-4-21

To

Raroya S

MCA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as Trainee in our organization effective from **10th May 2020**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at Chennai. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time.

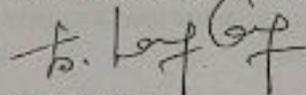
This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Letter of Trainee

Date: 21.4.21

To
Santhiya Mani M
MCA

Dear AGASH S,

Further to the interview you had with us, we are pleased to appoint you as **Trainee** in our organization effective from **10th May 2020**.

The terms and conditions governing your training are given below:-

1. Training period

You will be on training for a period of 3 months effective date of starting of this program, which will be indicated to you.

2. Consolidated Stipend

A sum of Rs.9500/- (Nine Nine Thousand Five Hundred Only Only) per month will be paid to you as stipend.

You will not be entitled to any other benefits, apart from the above.

3. Notice period during Training

The Company reserves the right to terminate services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 6 of this letter and / or violation of any rules and regulations or standing orders of the Company by giving 10 calendar days' notice or upon payment of stipend in lieu thereof.

4. Posting

Initially you will be posted at **Chennai**. However during this period of training, you can be transferred to any other department/division of the company, anywhere in India. You may also be assigned such other duties as may be at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

5. Performance Review

Your performance will be reviewed periodically during the training period. If your performance does not meet with the requirements of the training program, your training period would be extended by a maximum of six months with an interim review after three months.

6. Confirmation

On successful completion of training, based on your performance during and at the end of the training period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.

7. Code of Conduct

You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your Training may be force resigned by the company with immediate effect.

8. Terms and Conditions

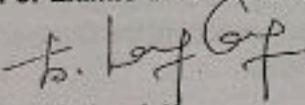
You will also be governed by the standard terms and conditions applicable to the managerial cadre of the company as existing now and as may be amended from time to time. This appointment has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be force resigned without notice.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Eximio Services and Solutions Private Limited, we wish you good luck and a very bright career with us.

For Eximio Services and Solutions Private Limited

Signature of the Trainee



Raj Yadav A K
Head of People & Culture

Ms Ajitha.A

ajitha7kumaran@gmail.com

Candidate ID : CN20210396

Dear Ajitha.A,

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd [referred to as FACE – Focus Academy for Career Enhancement].

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

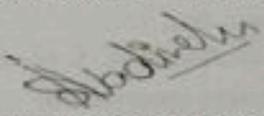
Annexure I: Annual Compensation Structure			
Name	Ms Ajitha.A	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

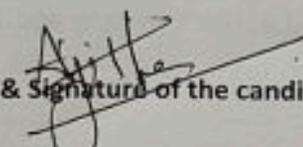
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.


Name & Signature of the candidate with date of acceptance

(AJITHA.A)

Ms T Dharanya

dharanya71@gmail.com

Candidate ID : CN20210398

Dear T Dharanya,

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

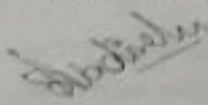
Annexure I: Annual Compensation Structure			
Name	Ms T Dharanya	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

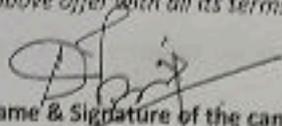
For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.


Name & Signature of the candidate with date of acceptance

Ms Sangeeta R

sangeeta271299@gmail.com

Candidate ID : CN20210397

Dear Sangeeta R,

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure

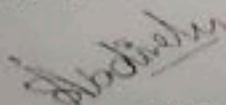
Name	Ms Sangeeta R	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

Campus Interview - Shortlisted Students

Sat 4/17/2021 11:58 AM

To: Ravindrakrishna PT Officer <ravindrakrishna@paavai.edu.in>

From: HR-GCPL-Laptop <hr@globecomponents.in>

To: "Ravindrakrishna PT Officer" <ravindrakrishna@paavai.edu.in>

Date: Sat, 17 Apr 2021 11:13:55 +0530

Subject: Campus Interview - Shortlisted Students

Dear Placement Team

With reference to the campus interview held at Paavai Group, Namakkal on 9th March 2021. We are pleased to offer employment to below mentioned shortlisted students in our organization as Trainee -

Production.

S.No	Register No	Name	Dpt	Mail id	Contact Numl
1	17105026	GANESH KUMAR K	ECE	ganeshbe2017k@gmail.com	9500483317
2	17105050	KEERTHIRAJA V	ECE	keerthirajav007@gmail.com	8056459960
3	17105051	KIRUBAHARAN R	ECE	kirubaking1482@gmail.com	9360294161
4	17105064	MUTHU SRINIVASAN M	ECE	muthusrinivasan10@gmail.com	9524950008
5	17105104	SANTHOSH S	ECE	santhosh01suresh@gmail.com	9994207537
6	17105125	SURYA S	ECE	survaraine482@gmail.com	9080058924
7	17105135	VIGNESH T	ECE	Vignesh29051999@gmail.com	6379620092
8	17105141	VISWANATHAN M	ECE	msviswa004@gmail.com	7806840714
9	17105302	JEEVA M	ECE	jeeva181019@gmail.com	6379941011
10	17106010	ARUN KUMAR S	ECE	arunrd99@gmail.com	9789191608
11	17106016	DHANRAJ R	ECE	rajmuruganvtm@gmail.com	9080615271
12	17106020	ESHWARAMOORTHY S	ECE	esvaramoorthi91@gmail.com	8072646571
13	17106027	JAIGANESH N	ECE	jaiganeshnatarajan2017@gmail.com	9498066748
14	17106039	MADESH S	ECE	madeshsr653@gmail.com	9943871807
15	17106057	PRAVEEN KUMAR G	ECE	praveenrajeee768@gmail.com	8754250768
16	17106064	RAJ KUMAR T	ECE	killerraj1707@gmail.com	9361500622
17	17106069	SANTHOSH KUMAR S	ECE	santhoshkumar17.sp@gmail.com	6374867521
18	6.22017E+11	ARUNPANDI J B	ECE	arunpandijba@gmail.com	8531845917
19	6.22017E+11	BOOPATHI RAJ R	ECE	boopathikarthi1012@gmail.com	9994370056
20	6.22017E+11	DEEPAK KUMAR A	ECE	deepak172000dee@gmail.com	6379338968
21	6.22017E+11	GOVENDHAN R	ECE	govendhangraz@gmail.com	7639486747
22	6.22017E+11	JEEVANANDHAM M	ECE	jeevanjeeva76@gmail.com	9344309918
23	6.22017E+11	RAMESH S	ECE	rameshs2600@gmail.com	9445294040
24	6.22017E+11	RANJITH R	ECE	ranjithraiesh7299@gmail.com	9751367830
25	6.22017E+11	SARAN S	ECE	saransango72@gmail.com	6380384498

1/22/22, 9:55 AM

Mail - Ravindrakrishna PT Officer - Outlook

26	6.22017E+11	SHANKAR B R	ECE	dauidshankarram@gmail.com	9080392227
27	6.22017E+11	SURYA PRAKASH S	ECE	suryasaravananyahco@gmail.com	8778494166
28	6.22017E+11	ARUNPRIYAN A	EEE	arunpriyan930@gmail.com	7338668220
29	6.22017E+11	DEVA KUMAR G	EEE	devakumar492000@gmail.com	6381022938
30	6.22017E+11	GOKUL KRISHNAN J	EEE	krishna11krishgokul@gmail.com	9026053314
31	6.22017E+11	NANDHAKUMARAN S	EEE	nandhunature98@gmail.com	9829513383
32	6.22017E+11	SASIKUMAR S	EEE	sasi32144@gmail.com	8870453762
33	6.22017E+11	ASHOK N	EEE	jonathanjona2017@gmail.com	8525899390
34	6.22217E+11	CHANDRU K	EEE	chandruhanck620@gmail.com	8248931485
35	6.22217E+11	HARINDHARSURYA V	EEE	harindharsurya10@gmail.com	6379480255
36	6.22217E+11	MUGESH M	EEE	mugeshmuthu250@gmail.com	9159286825
37	6.22217E+11	ARAVINTH P	EEE	aravinthps1234@gmail.com	9587740889
38	6.22217E+11	BHARATH E	EEE	bharathe1007@gmail.com	9894628389
39	6.22217E+11	PARTHIBAN P	EEE	parthiban1678@gmail.com	9855518184
40	6.22217E+11	ANANTH S	EEE	ananthrock999@gmail.com	9716106329
41	6.22217E+11	GOWTHAM C	EEE	mahigowtham000@gmail.com	9361059389
42	6.22217E+11	ASHOK KUMAR S	ECE	ashoksiva2000@gmail.com	8220866461
43	6.22217E+11	JOEL J	ECE	JOEL1199@gmail.com	6383502869
44	6.22217E+11	MANIKANDAN M	ECE	manikandanece333@gmail.com	6384319008
45	6.22217E+11	PRAKASH M	ECE	prakashprakashpct1998@gmail.com	8791337044

Shortlisted students should report on or before July 2021. Students joining date will update while at the time of reporting and they shall report to at our Head Office at 09.00 AM. Further, they shall get a detailed appointment letter while reporting, which shall include all terms and conditions of your employment with a detailed salary break up.

They request to bring the following documents / Credentials at the time of reporting to our organization, 1,11

- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Proof of Address
- Date of Birth Certificate
- Updated Resume
- Adhaar / PAN card
- Three passport size photographs
- Bank Passbook

Reporting Address

Globe Components Private Limited

SP - 85, 12th Street, Ambattur Industrial Estate,

Chennai - 600 058.

At Last, we welcome you in Globe Components family and wish you a rewarding career ahead.

Regards,

Jayanthi - Human Resources

PAAVAI Group of Institution,**mukundhan <mukundan.v@quesscorp.com>**

Sat 4/24/2021 12:46 PM

To: Ravindrakrishna PT Officer <ravindrakrishna@paavai.edu.in>

Cc: 'Ranjith R' <ranjith.r@quesscorp.com>

1 attachments (16 KB)

IKYA - Paavai Group.xlsx;

Dear Placement Officer

PAAVAI Group of Institution, Namakkal

It is with immense happiness to congratulate the students who have been selected for **IKYA Global** during the time of interview conducted on 17th April 2021.

S.No.	University Register No.	Name of the students	Department
1	17104002	ABISHAK FINNY T	CSE
2	17104013	BHARATHI P	CSE
3	17104017	DEEPAK D	CSE
4	17104023	GANAPATHY S	CSE
5	17104030	HARISH KHANNA N	CSE
6	17104035	KATHIRVEL S	CSE
7	17104050	NICKELSON J	CSE
8	17104057	PRASANTH M	CSE
9	17104059	PRIYADHARSHINI J	CSE
10	17104068	SANGEETHA A	CSE
11	17104071	SARAVANA KUMAR R	CSE
12	17104077	SHIVANI M	CSE
13	17104079	SIDHESH R	CSE
14	17104090	TAMILSELVI M	CSE
15	17105029	GOWRI R	ECE
16	17105096	ROOBINI S	FCE
17	17105103	SANTHIYA DEVI T	ECE
18	17105111	SIVAPRIYA P	FCE
19	17105301	AJITH A	ECE
20	17202020	GOPINATHAN K	IT
21	17202029	MANONMANI S	IT
22	17202030	MOHAN BHARATHI DAS M	IT
23	17202036	POOJITHA E	IT
24	622017104003	ABIDHARSHINI M	CSE
25	622017104007	AKASH J	CSE
26	622017104010	ARCHANA SRI S	CSE
27	622017104012	AYYAPPAN S	CSE
28	622017104017	DEEPA THARANI S	CSE
29	622017104023	GOBIKA T	CSE

30	622017104026	GOWRISANKAR S	CSE
31	622017104029	HARIHARAN V K	CSE
32	622017104032	HEMA S	CSE
33	622017104042	KARTHIKEYAN R	CSE
34	622017104050	MALAR K	CSE
35	622017104052	MANO J	CSE
36	622017104053	MANO K	CSE
37	622017104059	POONGGANESH M	CSE
38	622017104061	PRANAV KUMAR S	CSE
39	622017104072	RAJESHWARI V	CSE
40	622017104087	SOWBAKIYA S	CSE
41	622017106020	HARITHA SHREE P	ECE
42	622017106035	MATHUMITHA C	ECE
43	622017106040	NIKITHA U S	ECE
44	622017106043	PAVITHRA R	ECE
45	622017106044	POOVITHA P	ECE
46	622017106046	PRIYADHARSHINI N	ECE
47	622017106063	SUBATHRA M	ECE
48	622017106066	SUJITHRA M	ECE
49	622017106067	SUMITHRA R	ECE
50	622017106074	VASANTHI T	ECE
51	622017106075	VINITHA V	ECE
52	622017106078	YUNAA A	ECE
53	622017106307	SOWMIYA M	ECE
54	622017105007	DIVYA P	EEE
55	622017105020	KEERTHANA C	EEE
56	622017105027	MOUNIKA R	FEE
57	622017105041	SANTHIYA N	EEE
58	622017105045	SELVA PRABA S	ELE
59	622017105053	VANMATHI R	FEE
60	622217105028	PARAMESHWARI T	EFE
61	622217105036	SHAPNA K	EEF
62	622217105008	DHARSHINI K	FEE
63	622217105002	ANJALI M	EEE
64	622217104017	JEGAN G	CSE
65	622217104038	RAMYA B	CSE
66	622217104014	GRACE EVANGELIN P	CSE
67	622217104058	VIDHYASRI J	CSE
68	622217104059	VIJAYAKUMAR S	CSE
69	622217104060	VIJAYAKUMAR S	CSE
70	622217104026	NANDHINI R	CSE
71	622217104042	SANTHOSH KUMAR S	CSE
72	622217104033	PRAKASH S	CSE
73	622217106006	KAVI BHARATHI S	ECE
74	622217106008	KAVIYA V	ECE
75	622217106010	KIRUTHIKA K	ECE

We would glad to position them as Customer Service Associate and their monthly gross salary would be offer
The selected students have to report post examination on or before July 2021. While reporting, the candidates should not posses any standing arrears.

Document Should Carry while Reporting

1. Updated Resume
2. Bank Passbook
3. Updated Aadhar / Pan Card
4. Passport Size Photocopy - 3
5. Address & ID Proof
6. Semester Mark Sheet and other Educational Certificates.

Reporting Time : 09.30 AM

Reporting Month : July, 2021

Reporting Person : Mr. Mukunthan (HR)

Reporting Address : IKYA Global,

14/F1, 1st Floor, Manchester Square, Puliyakulam Road, COIMBATORE, 641037

Regards

Mukundan

Recruitment Consultant | Staffing Solutions
9976731418



Quess Corp Limited

14/F1, 1st Floor, Manchester Square, Puliyakulam Road, COIMBATORE, 641037

www.uesscorp.com | [LinkedIn](#) | [Facebook](#) | [YouTube](#)

Reporting manager can be reached at ra.kumar.kr@ikyaglobal.com

Associates can write to help@ikyaglobal.com or call to our Toll Free Number 1800 208 9900

IKYA Human Capital Solutions is now Quess Staffing

WE ARE

GREAT PLACE TO WORK - CERTIFIED™

Building and sustaining High-Trust, High-Performance™ Culture



Disclaimer: This e-mail along with attachments (if any), transmitted may contain privileged, confidential or proprietary information and is for the sole use of the intended recipient(s). If you are not the intended recipient, please notify the sender, and then please delete and destroy all copies of the original message including the attachment. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email or any action taken on this e-mail is strictly prohibited and may be unlawful. Subject to applicable law, Sender may intercept, monitor, review and retain e-communications (EC) traveling through its networks/systems and may produce any such EC to regulators, law enforcement, in litigation and as required by law. Quess Corp Ltd has installed active antivirus software but does not accept liability or responsibility for the security or reliability of transmission or for any virus transmitted. By retaining the e-mail or the attachments (if any), the recipients of this e-mail consent to the foregoing.



Ref: IOPEX/RRF4374/CAN15171/9191
Date: 17th Jul 2021

LETTER OF INTENT

P.RAGAVI RESUME
1-109 Reddiyar st., Moovanur (po), Musiri (tk),
Trichy, Tamil Nadu,
621006.

Dear P.RAGAVI RESUME ,

Congratulations! Further to your application and the subsequent discussions we had with you, we are delighted to appoint you as **Trainee - Engineer** with IOPEX Technologies in **Grade E1**.

Your employment with the Company shall commence on **July 17, 2021**. Your current location of employment shall be **Bangalore, India**. However, IOPEX reserves the right to transfer/utilize your services at any time.

Your Total CTC Salary will be **300,000/- per annum [Rupees three lakh only]**. This has been detailed in the Compensation Details annexed (Annexure 1) to this letter.

On your joining you are expected to enter into a training agreement, which details out the scope, terms and conditions of your employment, the necessary training, and the contractual obligations to be with IOPEX Technologies.

You will be on probation for a period of six months from the date of joining the company and you will be appraised for satisfactory performance and successful completion of your training within the given time.

Your employment will be subject to clearance of Medical fitness to work/ Background Verification/ Reference Check/ Criminal Check/ any other test specified by IOPEX or its client.

We request you to confirm that you have read understood and accepted the terms and conditions set-forth in this offer and the annexure, failing which this letter of intent shall stand withdrawn/canceled automatically. We request you to kindly carry your acknowledged letter on the day of your joining.

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

Yours sincerely,



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name *Albin Abraham*

Address *PEC*

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

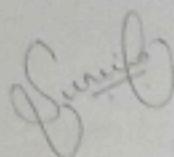
Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible.
and Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc, of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed: *Albin Abraham*


Sumitra CV
Director - HRA

Encl: Annexure A - Compensation Details

Name _____ Date _____ Signature _____

Annexure A: Compensation Details (Salary & applicable benefits)

Name: P.RAGAVI RESUME

a) Remuneration

Division & Sub Division : ETAS & PAN Foundation Training			
Designation: Trainee - Engineer			Grade: E1
	Salary Heads	Per Month	Per Annum
Fixed Pay			
	Basic	8,750	105,000
	HRA	3,500	42,000
	Statutory Bonus	1,400	16,800
	Special Allowances	1,611	19,332
	Total Fixed Pay	15,261	183132
Variable Pay			
	Night Shift Allowance	5,500	66000
	Attendance Bonus	2,500	30,000
	Total Variable Pay	8,000	96,000
Employer Contributions			
	Provident Fund	1,243	14,916
	ESI(Employer's contribution)	496	5,952
	Sub-Total	1,739	20,868
	TOTAL CTC	25,000	300,000
	Net Pay	21,904	262,843

The complete details of the salary components will be shared in the appointment letter.



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Arun Kumar S
Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name *Barath S*

Address *PEC*

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69

Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name *Bhuvanesh Kumar S*

Address *PEC*

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69

Fax : 044 - 27156668

Date : 15.12.20

Offer Letter

Name: Gokulnath T

Address: PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandheerapuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed: [Signature]



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156668

Date : 15.12.20

Offer Letter

Name *Kiran Ramesh*

Address *PEC*

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156668

Date : 15.12.20

Offer Letter

Name Mohamed Thoufeeq A

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kanchiepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name *Prechith sinha.S*

Address *PCC*

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Ragul R.

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Santhashan

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156668

Date : 15-12-20

Offer Letter

Name Srinath. H.K.

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Vignesh.K
Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. and Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15-12-20

Offer Letter

Name Aakash S
Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible.
and Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Amitha Varsini. M

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Arun R

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

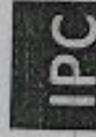
When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:

The logo for IPC (Ital Plastic Compounds Pvt Ltd) consists of the letters 'IPC' in a bold, white, sans-serif font, centered within a solid black square.

Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukkal, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Arun Kumar.K

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these statements for our records.

You will initially be employed at the Company's factory which is located in Kircheerappam

Your working hours are number of 8 hrs per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and signed copy of each document at the department to which you are assigned as possible and file them as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be exact date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware in order to enable reasonable adjustment/discussion to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name *Bharath P*

Address *PEC*

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156668

Date : 15.12.20

Offer Letter

Name Dhaneesh Dharan.s
Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Dhilip M

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Giridharan S

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukotta, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Gokul M

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Gokuldravid.s

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheeparam.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156668

Date : 15.12.20

Offer Letter

Name Hari Haran B

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69

Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Kabilan K

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return (see signed copy of each document or the document to us as soon as possible, And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Kalai Selvan. S

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irrungattukottai, Sriperumbadur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name Loganathan K

Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed: _____



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Madhavan.S

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate, West Bank Pass Book, Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kizhidiapuram.

Your working hours are number of Eight hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document at the appointment to us as soon as possible.
And Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable necessary adjustment arrangements to be prepared. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment offered out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 15, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Madhavaraj R

Address

PEC

We would like to formally offer you this position of Machine Operator

On your first day you should bring your passport photo, where your certificate/visa, bank Pass Book front page, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's Factory which is located in Kanchiapuram.

Your working hours are number of eight hours per day and rotational shift.

Please sign and affix both copies of this offer letter and both copies of the enclosed 'Announcement Circulars of Employment' where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of the nature are signed copy of each document of the agreement to us in your possession. And themain as per our industry requirement norms.

When writing, please send you confirm the date on which you are free to commence employment with us. We understand this date to be start date of work. At the same time, please advise us of any medical conditions, allergies, special requirements etc. which we should be aware of in order to make necessary adjustments to the program. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set forth in this Offer letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. 0 - 16, SIPCOT Industrial Park,
Irungattokkottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27159667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer letter

Name

Mahesh.c

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate, Marri, Bank Pass Book Front Page, Marri, P.A.B Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kintyreppattu.

Your working hours are regular of Eight hours per day and regular shift.

Please sign and date both copies of this Offer letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and require one digital copy of each document for the document to us to scan as possible. And Return us per our initialy recruitment notice.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements, etc. of which we should be aware to enable reasonable adjustment decisions to be approved. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely,

I accept the employment terms set out in this Offer letter and the enclosed Terms and Conditions of Employment.

Signat:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irurugalkottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer letter

Name *Nandha Kumar S*
Address *PEC*

We would like to formally offer you the position of Machine Operator

On your first day you should bring your passport photo, educational certificate Xerox, Bank Pass Book, Fresh Age, Aadhar, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kanchipuram.

Your working hours are number of eight hours per day and minimum 8 AM.

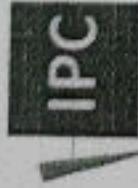
Please sign and date both copies of this Offer letter and both copies of the enclosed Form and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible. And Remains as per our industry requirement for this.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date. However, At the same time, please advise us of any medical conditions, ailments, special requirements etc. of which we should be aware to make any possible adjustment arrangements to be proposed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15-12-20

Offer Letter

Name

Ala Keen Kumar E

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kanchipuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible and remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment (disabilities to be pre-approved). We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sriperumbadi Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156658

Date : 15.12.20

Offer letter

Name Navaz R
Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Karthikeyapuram.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible.
And remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand the date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signer:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Na Veer Kumar . M C

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Maachheparam.

Your working hours are number of **Eight Hours** per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the document to us as soon as possible.
And Remain as per our industry recruitment terms.

Whichever writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in the Offer Letter and the enclosed Terms and Conditions of Employment.

Signed: _____



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date: 15.12.20

Offer Letter

Name

Nidhesh Kumar J.B

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book, Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Pondicherry.

Your working hours are number of Eight Hours per day and rotational shift.

Please sign and also both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document on the day of appointment to us as soon as possible. And therein as per our industry recruitment norms.

When writing, please state your office in the date on which you are free to commence employment with us. We understand this date to be your date of joining. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to ensure a responsible appointment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukkal, Sriperumbudur Taluk - 602117
Tamil Nadu, India

Tel : 044 - 27150667 / 69
Fax : 044 - 27155668

Date: 15.12.20

Offer Letter

Name

Misha Nardhini . A

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located at Kattipalayam.

Your working hours are number of eight hours per day and rest days on the

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us, as soon as possible. And forward to per our industry/association norms.

When writing, please mark you confirm the above which you are free to discuss employment with us.

We understand this offer to be subject to approval. At the same time, please advise us of any medical conditions,

allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be proposed.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set with this Offer Letter and the attached terms and Conditions of Employment.

Signature:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irurupattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156668

Date : 15-12-20

Offer Letter

Name Om Sakthi. E
Address PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book, Recent Passport Size, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

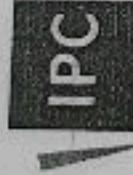
Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document to the concerned person as soon as possible and remain as per our industry recruitment norms.

When writing, please confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware so make reasonable adjustment discussion to be programmed well in advance and forward to your reply and look forward to welcoming you to the Company.

Yours sincerely,

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156688

Date : 15.12.20

Officer,

Name

Prithvi Raj R.

Address

PEC

We would like to formally offer you the position of Machine Operator.

On your first day, you should bring your passport photo, enclosed certificate from your last firm, Form Page No. 10, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory, which is located in **Kandamangalam**.

Your working hours are number of Eight hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return us signed copy of each document on departure to us as soon as possible. And Remain as per our industry recruitment norms.

When writing, please state you confirm the date on which you are free to commence employment with us. We understand the date to be start date. However, if the same date, above stated, is not a medical condition, after 15 days, special requirements etc. of which we would be unable to make reasonable adjustment, then we are in progress. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely,

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irurugalkottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Rabul M

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate/ diploma, first Pass Book First Page Scan, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kanchipuram

Your working hours are a number of Eight hours per day and rotational shift.

Please sign and date both copies of this offer letter and both copies of the stamped Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. It will keep one copy of the Terms and Conditions of and retain one signed copy of each document as the document to be signed as soon as possible. And remain as per our mandatory recruitment norms.

When writing, please cover you confirm the date on which you are to commence employment with us. We understand this date to be at least date if possible. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable necessary adjustments to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely,

I accept the employment terms set out in this Offer Letter and the attached Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 68
Fax : 044 - 27156668

Date : 15.12.20

Offer Letter

Name

Ranjith Mohan R

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate/degree, bank Pass Book, Front Page Form, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandamangalam.

Your working hours are number of eight hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the Terms and Conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document at the document to us as soon as possible. Send them in as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date if shown. At the same time, please advise us of any medical conditions, allergies, special requirements, etc. of which we should be aware in order to make a reasonable assessment of your suitability to be employed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungatikottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Other Letter

Name

Reagan R.

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport, photo, educational / certificate Basic Bank Pass Book, Front Page Stamp, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Karaikal.

Your working hours are number of eight hours per day and relations are left.

Please sign and date both copies of this offer letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and signed copy of each document of the document to us as soon as possible.

And Retain as per our statutory requirement norms.

When writing, please send you confirm the date on which you are free to commence employment with us. We understand this date to be as early as possible. At the same time, please advise us of any medical conditions, allergies, special requirements etc. if which we should be aware to make reasonable adjustments/ accommodations to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept this employment letter set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signet:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sripurumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Shankar Maha Devan E

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate/Score, Bank Pass Book/Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kancheepuram.

Your working hours are number of Eight Hours per day and rotational shift.

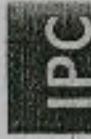
Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible. And furnish us per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed: _____

The logo for Ital Plastic Compounds Pvt Ltd, consisting of the letters 'IPC' in a bold, white, sans-serif font on a dark, rectangular background.

Ital Plastic Compounds Pvt Ltd.

Plot No. D - 15, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date: 15.12.20

Offer Letter

Name

Siddarth N

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate/Mark Book Pass Book From Page Book, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kanchipuram.

Your working hours are number of Eight hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and keep copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document of the duplicate to us as soon as possible.

And, Remain as per our industry recruitment forms.

When writing, please write your name on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware in able reasonable adjustment discussions to be proposed. We look forward to your reply and look forward to welcoming you to the Company!

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 15, SIPCOT Industrial Park,
Irungattukulam, Sriperumbudur Taluk - 602317
Tamilnadu, India

Tel : 044 - 27150667 / 69
Fax : 044 - 27150658

Date: 15.12.20

Offer Letter

Name *Suresh Kumar M*
Address *PEC*

We would like to formally offer you the position of *Machine Operator*

On your first day, you should bring your passport photo, educational certificate/Pass, Bank Pass Book/Front Page/Pass, PNH Card. Copies will be taken of these documents for our records.

You will initially be employed as this Company's factory which is located in *Kondrapet*

Your working hours are number of *Eight* hours per day and maximum of *20*h

Please sign and state both copies of this offer letter and each will be of the enclosed Terms and Conditions of Employment which indicated in earlier that you understand and accept the terms and conditions. Please ensure signed copy of the Terms and Conditions of Employment and against copy of each document for the document to be returned to us as soon as possible. And Retain a per satisfactory your abstract terms

When writing, please could you confirm the date on which you wish to commence employment with us. We understand this date to be your date of travel. In the same time, please advise us on any medical conditions which you may have. If you have any medical conditions, of which we should be aware is available reasonable adjustment considerations to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in the Offer Letter and its enclosed Terms and Conditions of Employment.

Signature:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irurugalkottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 00
Fax : 044 - 27156668

Date : 15.12.20

Offer Letter

Name

Suresh Kumar S.S

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate, No.ox, Bank Pass Book, Front Page Service, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kattimappan.

Your working hours are: number of eight hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document at the stipulated time as soon as possible. And remain as per our industry requirement.

When writing, please make you confirm the date on which you are free to commence employment with us.

We understand the date to be start date if known. In the same line, please advise us of any medical conditions.

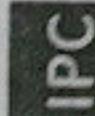
Medical special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. 0 - 15, SIPCOT Industrial Park,
Irungattukulam, Siporumbandar Taluk - 602117
Tamilnadu, India

Tel : 044 - 27158867 / 69
Fax : 044 - 27158868

Date: 15.12.20

Offer Letter

Name

Tanvi Selvan S

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate/degree, Bank Pass Book, Front Page Form, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Karaikal.

Your working hours are number of Eight hours per day and rotational shift.

Please sign and give both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document of the document to us as soon as possible and remain as per our industry recruitment norms.

When writing, please void you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed: _____



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 16, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 27156688

Date : 01.11.2021

Offer Letter

Name

Thiagarajan. E

Address

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kanchiapuram.

Your working hours are number of Eight hours per day and rotational shift.

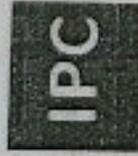
Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document or the documents to us as soon as possible. And Remain as per our Industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 15, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer Letter

Name

Vengatesh.R

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kandipuram.

Your working hours are number of Eight hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of and return one signed copy of each document as the document to us as soon as possible and Remains as per our industry recruitment norms.

When writing, please could you confirm the date on which you are fit to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt. Ltd.

Plot No. D - 15, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date : 15.12.20

Offer letter

Name

Vignesh.k

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Bank Pass Book from Page No. 01 and Card. Copies will be taken of these documents for our records.

You will initially be employed at the company's facility which is located in Sriperumbudur.

Your working hours are number of Eight hours per day and rotational shift.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document on this document to us as soon as possible and remain as per our industry recruitment process.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be your start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussion to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I enclose the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



Ital Plastic Compounds Pvt Ltd.

Plot No. D - 36, SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk - 602117
Tamilnadu, India

Tel : 044 - 27156667 / 69
Fax : 044 - 2715668

Date: 15.12.20

Office Letter

Name

Yogeshwaran K

Address

PEC

We would like to formally offer you the position of Machine Operator

On your first day, you should bring your passport photo, educational certificate Xerox, Dark Pass Book, Front Page Xerox, PAN Card. Copies will be taken of these documents for our records.

You will initially be employed at the Company's factory which is located in Kanchipuram.

Your working hours are number of Eight hours per day and rotational shift.

Please sign and date both copies of this Offer letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the

Terms and Conditions of and return one signed copy of each document on the document to us as soon as possible.
and Remain as per our industry recruitment norms.

When writing, please could you confirm the date on which you are free to commence employment with us.

We understand this date to be start date. However, At the same time, please advise us of any medical conditions, ailments, special requirements etc. of which we should be aware to make reasonable adjustment discussions to be progressed. We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter and the enclosed Terms and Conditions of Employment.

Signed:



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Aswan H*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussion you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from May to August 2023.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,

Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt, Ltd
SF - 494, Kshikhandipal Village,
Hosur - Taluk, Krishnagiri - 635 126, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Hari Haran S*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be **in from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Hari Haran S

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

5F - 464, Kottalampal Village,

Heer - Tada, Kumbangi - 605 156, Tirunelveli (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Kalaiyasan.S*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be in from **May to August 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us.

Yours Truly,


Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd
5th Floor, Kottarakkottal Vihar,
Hosur - Taluk, Krishnagiri - 631 106, TamilNadu (INDIA)



KAY JAY FORGINGS

LETTER OF JOINT

Dear *Kiran Karanesh*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under :

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be 15 From May to August 2021
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

At the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Manoj Kousur
Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

8F - 204, Kotha Road, Vellore

Phone - 0421 2511111, Fax - 0421 2511112, Email - hr@kayjay.com



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Niranjana K*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under :

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from **May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your ration Card / Driving License / Aadhar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt, Ltd

5F - 401, Kathirvelampall Village,
Pondur, Taluk, Krishnagiri - 686 101, Tamil Nadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Raghu.R*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussion you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from **May to August 2023**.
3. Please bring along the below listed documents / details on your day of joining:
 - a) Date of Birth proof certificate / Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photographs (Recent)
 - e) Bank Passbook Front Page Xerox

At the best,

Looking forward to a long and mutually beneficial career with us.

Yours Truly,


Raghu.R

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

8F, 84, Gokulnagar, Mysore.

Phone: Tada. 249901 / 221 100. Fax: 0824 249901



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Ayyanar B*

Congratulations!

We are pleased to welcome you an Employee, based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be 1st from May to August 2021
3. Please bring along the below listed documents / details on your day of joining:
 - a) Copy of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Scan

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,

Human Resource
Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

SE, 4th, Kottaramalathi VILAGE,
Kottaram, Taluk, Kottayam - 686101, Travancore (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Beer Mohamed.M*

Congratulations!

We are pleased to welcome you in Employment based on the interview discussions you had with us and your resume submitted to us.

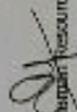
Details of the terms and conditions of offer are as under :

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be **1st from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Chandan
Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

2F - 404, Kalahandipat Vihar,
P.O:- Talukha, Kizhampattinam - 615 100, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Dhilip M*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

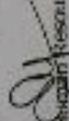
Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from **May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Richard Resourse

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

SF - 404, Sathakore village,
Hosur - Taluk, Krishnagiri - 535 100, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF JOINT

Dear *Dhina*,

Congratulations!

We are pleased to welcome you an Employee, based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under.

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be 1st from May to August 2021
3. Please bring along the below listed documents / details on your day of joining:
 - a) Dots of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

5th - 4th Floor, Subhasnagar Village,

Heur - Tanka, Kashi nagar - 625 006, Tamil Nadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Divakar K*

Congratulations!!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under.

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in **from May to August 2023**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

GF - 404, Kothakota Road
Hebar - Taluk, Kundag - 526 125, Tiruchirappalli (TAMIL NADU)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Elumadin*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from May to August 2021
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / Birth certificate / SSC)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two recent size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,


HR Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

SF - 4B, Southwinds Road, 10th Fl,
Koror - Malasa, Kothamangalam - 685 131, Tamil Nadu (INDIA)



KAY JAY FORGINGS

LETTER OF APPOINTMENT

Dear *Gianesh Kumar's*

Congratulations!!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be from **May to August 2024**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

BF-454, Kothimbicaba Village,
Hisar - Taluka, Khatkhat - Dist 100, Talukarshi (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear

Gopisathya S

Congratulations!!

We are pleased to welcome you an employment based on the interview discussions you had with us and your resume submitted to us.

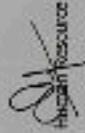
Details of the terms and conditions of offer are as under--

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of employment will be 15 from May to August 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us.

Yours Truly,


Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

5F - 404, Kaluakumbhari Village,

Hosur - Taluk, Krishnagiri - 555 108, Tamilnadu, INDIA.



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Growthump.c*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of Commencement of Employment will be in **from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,

HR Representative

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

SF - 494, Kishorwadi Road, V.R. Road,
Haveri - Taluka, Kishorwadi - 601 122, Tirunelveli (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Hari Haran. B*

Congratulations!!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

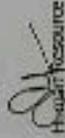
Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from **May to August 2021**.
3. Please bring along the below listed documents, details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,



Hari Haran. B

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd
8F, 4th, 20th Landmark 2nd Stage,
Hosur - Taluk, Krishnagiri - 605 105, Tamilnadu (India)



KAY JAY FORGINGS

LETTER OF JOINTENT

Dear *Harish P*

Congratulations!

We are pleased to welcome you on Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be in from **May to August 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Harish P
Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

2nd - 6th, Koltrikondasah Village,
Ameer, Taluka, Kolhapur - 425 106, Maharashtra (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Hemanth Kumar R*

Congratulations!!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be **In from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Hemanth Kumar R

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

GP - 424, Kottakandupatti Village,
Hesar Taluk, Kaseranogri - 635 109, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear Jeeva K-07
Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be **in from May to August 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - c) Copies of all Academic Certificates (original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best.

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource
Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

8F - 404, Kathavoorpatti Village,
Pondur - 744001, Aranyangi - 685 120, Tiruvananthapuram (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Karthikeyan. A*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from May to August 2021
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for new ones)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,

HR Representative

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd
#F-404, Kottaschakkal Village,
Near - Telasa, Kodungallur - 686 166, Thrissur, (KER)



KAY JAY FORGINGS

LETTER OF EMPLOYMENT

Dear *Karthikeyan P*

Congratulations!

We are pleased to welcome you as Employee based on the interview discussion you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from May to August 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate) / S.S.C)
 - b) Address Proof (Copy of your ration card / Driving License / Aadhar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook /ront Page Xerox

At the end :

Looking forward to a long and mutually beneficial career with us.

Yours Truly,

[Signature]
Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

5F - 4th, Kottaraman Nagar,

Heaver - Thiruvananthapuram, Kerala - 695 009, India



KAY JAY FORGINGS

LETTER OF JOINT

Dear *Naresh*,

Congratulations!!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be in from **May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,

Representative

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

5F - 4th, Kothacondra village,
 Near - Tattai, Kottayam - 686 156, TamilNadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Parvtha Sarathy, M*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under.

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be in **from May to August 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of birth proof certificate. (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource
Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

5F - 494, Kothakeralu path urangh,
Hosur - Taluk, Krishnagiri - 535 109, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear Parthiban P

Congratulations!!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

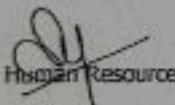
Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee.**
2. Your date of commencement of Employment will be in **from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd
SF - 424, Kothakondapali Village,
Hosur - Taluka, Krishnagiri - 635 108, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear Pravin Kumar K

Congratulations!!

We are pleased to welcome you in Employment based on the interview discussion you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under.

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from May to August 2023.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.D)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhar Card / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page/Slip

All the best!

Looking forward to a long and mutually beneficial career with us.

Yours Truly,

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

27th - 691, Kalyandurga Village,
Hosur - Taluk, Karnataka - 552 100. (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Ragunath R*

Congratulations!

We are pleased to welcome you in Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from May to August 2021
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / MCHWR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource
Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

BF - 604, Kottakondapalli Village,
Hosur - Taluk, Krishnagiri - 635 109, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Rahul Krishnan. R*

Congratulations!!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be **in from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AACHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource
Kay Jay Forgings



KAY JAY FORGINGS

LETTER OF INTENT

Dear Sajith, I

Congratulations!

We are pleased to welcome you on Employment, based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be in from May to August 2023
3. Please bring along the below listed documents / details on your day of joining:
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / M2HAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page 30x30s

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,

Kay Jay Forgings

M/s Kay Jay Forgings Pvt, Ltd
5F - 294, Kottikondal village,
Hiser - Taluk, Kottayam - 686 103, Tamil Nadu, INDIA



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Samraj Haribaran A*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of employment will be on from May to August 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AACHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Harishankar
Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd
5F - 684, Kothakota road village,
Hosur - Taluk, Krishnagiri - 685 109, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Sankaranarayana.K*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be in **from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Human Resource

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

5/F - 4th, Keshavnagar Village,
Hosur - Tanuku, Krishnagiri - 635 102, TamilNadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Vinith Kumar.R*

Congratulations!!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **Graduate Engineer Trainee**.
2. Your date of commencement of Employment will be in **from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

All the best !

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Hemanth Anusure

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

SF - 494, Kottakondapalli Village,
Hosur - Taluk, Krishnagiri - 585 103, Tamilnadu (INDIA)



KAY JAY FORGINGS

LETTER OF INTENT

Dear *Saran S*

Congratulations!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

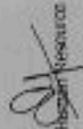
Details of the terms and conditions of offer are as under:

1. You will be designated as Graduate Engineer Trainee.
2. Your date of commencement of Employment will be on **from May to August 2021**
3. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - b) Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - c) Copies of all Academic Certificates (Original required for reference)
 - d) Two passport size photograph (Recent)
 - e) Bank Passbook Front Page Xerox

At the best!

Looking forward to a long and mutually beneficial career with us

Yours Truly,


Hemanth Reddy

Kay Jay Forgings

M/s Kay Jay Forgings Pvt. Ltd

SF - 44, Kollooripadi Village
Hosur - Taluk, Krishnagiri - 605 126, Tamilnadu (INDIA)

Sl. No.	Roll No.	Name	Category
21	17202008	PRASAD K	IT
22	17202042	RAM PRASAD H	IT
23	17202048	SARASWATHI R	IT
24	17202056	SURESH	IT
25	17202060	VIJAYESH K	IT
26	62201704024	GENULT	CSE
27	62201704034	HEMANT K	CSE
28	62201704029	KALPABRASHA C	CSE
29	62201704029	ANJULI J R	CSE
30	62201704050	SANTHOSH KUMAR S	CSE
31	62201704055	SHARAD K M	CSE
32	62201704056	SOMASUNDARAM M	CSE
33	62201704058	VENKATRAMAN R G	CSE
34	62201704059	SUNIL V	CSE
35	62201704301	BOORAJAN B	CSE
36	62201704300	MAHESH K S	CSE

NOTE: At the time of joining, the short-listed candidates should not have any backlog and remaining as per our industry recruitment norms.

Thanks & Regards,

RamPrasad M
 HR Executive
 Anandraj Networks India Private Limited
 Coimbatore



Natco Pharma Limited

Regd. Off : NATCO PHARMA, Road No. 2, Begunur Hills, Hyderabad - 500014
Himayyasa, D/IIIA, 3rd , +91 40 25337522, Tel. +91 40 22544950
GST : 12A2301011941FCCD22201, www.natcopharma.co.in

Ref: HR/OFB / 2021

13th July 2021

OFFER LETTER

MR. ELAVARASAN JAYABALAN
S/O. MR. JAYABALAN
KUNNIVAMMAN
KOYIL STREET
NADUVVALUR
SALEM
TAMILNADU - 636105,

Dear Mr. Elavarasan Jayabalan,

We refer to your application and the subsequent interview you had with us. We are pleased to offer you the position of **TRAINEE - PRODUCTION** in our Organisation based at **CHEMICAL DIVISION - CHENNAI** as per the terms and conditions discussed and mutually agreed.

This offer is valid up to **21.07.2021**. However, we would like you to join us as early as possible.

Kindly confirm your acceptance and date of joining.

Your appointment letter will be issued soon after your joining. Please bring with you relevant documents as mentioned below.

1. Photo copies of all educational qualifications, including school-leaving certificates.
2. Two recent photographs (passport size).
3. Recent photographs (post card size 2 Nos. family for E.S.I).
4. Photocopies of Family Aadhar card and PAN Card.

We look forward to welcoming you into NATCO FAMILY.

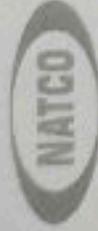
for **NATCO PHARMA LIMITED.**


(A. LAKSHMINARAYANA)
VICE PRESIDENT - HR.

I am pleased to accept this offer as per the terms and conditions mutually agreed.

(Name and Signature)

(Date)



Natco Pharma Limited

Regd. Off.: NATCO PHARMA, Road No. 2, Madhav Hills, Hyderabad - 500082.
Bangalore, INDIA. Tel: +91 40 2354 7332. Fax: +91 40 2354 8264
CIN: L24240TN19819LCO00201. www.natcopharma.co.uk

13th July 2021

To

FHRLICH LABORATORY PRIVATE LTD,
NO. 46 & 48, MASILAMANI ROAD, BALAJI NAGAR,
ROYAPETTAH, CHENNAI, TAMIL NADU - 600 014,
PH: +91 44 4141 2222

KIND ATTN: MARKETING MANAGER

Dear Sir,

Mr. Elavarasan Jayasharan S/o, Mr. Jayabalan, aged 21 years, has been selected in our organisation as Trainee.

You are advised to organize the pre - employment medical checkup (i.e. Physical Exam, ECG, Eye Test (including colour blind test), U/D, TUE, Snot routine, X - Ray - Chest) for him on _____ after completion of medical check up kindly send the report directly to GENERAL MANAGER - OPERATIONS, NATCO PHARMA LTD. Payment will be made as per the terms and conditions agreed upon.

Thanking you

for NATCO PHARMA LIMITED,

(A.L. AKSHAMINARAYANA)
VICE PRESIDENT - HR

NATCO

Rec

MR. S/O. PAL. KAN. SOU. MOG. TAM.

Dear Sir

We refer
pleased
based
discussio

This eff
possible

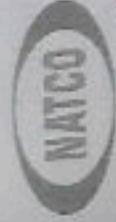
Kindly

Your ap
relevan

1. Ph
 2. Tw
 3. Rom
 4. Ph
- We look
for NATCO

(A.L. AKS
VICE PR

I am p



Natco Pharma Limited

Regd. Off.: NATCO HOUSE, Road No. 2, Bommar Hill, Hyderabad - 500034,
Telangana, INDIA. Tel: +91 40 23547532, Fax: +91 40 23544234
CIN : L32501TG1981PLC004291. www.natcopharma.co.in

Ref: HR/OPR/2021

13th July 2021

OFFER LETTER

M.R. S.GOWTHAMA PRABHAKARAN
S/O. MR. SUBRAMANIAN
PALANIAPPILLAM
KANDHASARAPATTI
SOUTH STREET
MOOKANANKURICHI, KARUR
TAMILNADU - 639065.

Dear Mr. Gowthama Prabhakaran,

We refer to your application and the subsequent interview you had with us. We are pleased to offer you the position of **TRAINER - PRODUCTION** in our Organisation based at **CHEMICAL DIVISION - CHENNAI** as per the terms and conditions discussed and mutually agreed.

This offer is valid up to **21.07.2021**. However, we would like you to join us as early as possible.

Kindly confirm your acceptance and date of joining.

Your appointment letter will be issued soon after your joining. Please bring with you relevant documents as mentioned below.

1. Photocopies of all relevant local qualifications, including school-leaving certificates.
2. Two recent photographs (passport sized).
3. Recent photographs (post-card size 2. New family size E.S.O.
4. Photographs of Family Aadhar card and PAN Card.

We look forward to welcoming you into NATCO FAMILY.

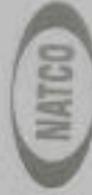
for NATCO PHARMA LIMITED.

(Signature)
A. LAKSHMINARAYANAI
VICE-PRESIDENT - HR.

I am pleased to accept this offer as per the terms and conditions mutually agreed.

(Signature)
(Name of Candidate)

(Date)



Natco Pharma Limited

Regd. Off: 76/91D 80/98, Road No. 3, Indira Mills, Shivajinagar - 500034,
Hyderabad, INDIA. Tel: +91 40 23047331, Fax: +91 40 23548243
CIN: L24230TG1991PL23002001, www.natcopharma.co.in

13th July 2021

To

EHREICH LABORATORY PRIVATE LTD,
NO. 46 & 48, MASILAMANI ROAD, BALAJI NAGAR,
ROYAPETTAI, CHENNAI, TAMIL NADU - 600 014,
PH: +91 44 4141 2222

KIND ATTN: MARKETING MANAGER

Dear Sir,

Mr. S. Gowthama Prabhakaran S/o. Mr. Subramanian, aged 21 years, has been selected in our organisation as Trainee.

You are advised to organize the pre - employment medical checkup (i.e. Physical Exam, ECG, Eye Test (including colour blind test), CBP, CUE, Socol routine, X- Ray - Chest) for him on _____ after completion of medical check up kindly send the report directly to GENERAL MANAGER - OPERATIONS, NATCO PHARMA LTD. Payment will be made as per the terms and conditions agreed upon.

Thanking you,

for NATCO PHARMA LIMITED.

(A.L. LAKSHMINARAYANA)
VICE PRESIDENT - HR

LETTER OF INTENT

Dear Mr. Abhiram a. Kannan B

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, short-listed students should had any standing amounts remain as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com



LETTER OF INTENT

Dear Mr. *Aswini Azura Salam k*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GHR Role**
2. Your date of commencement of Employment will be in between **April to July 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / MADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Originals required for reference)
 - ✓ Two passport size photographs (Recent)
 - ✓ Bank Passbook / Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing arrears. Remain as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. *Bharanitharan, V*
Best Wishes!

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook First Page Xerox

Note: During time of joining, shortlisted students should hold any standing arrears.
Remain as per our Industry recruitment norms apply.

All the best!

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. Ezhil Kumar B

Best Wishes !

We are pleased to welcome you an Employment based on the Interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / ANUKRAS / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing awards.
Remarks as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com



LETTER OF INTENT

Dear Mr. Gururajesh. R.
Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / MAZHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing offers. Remain as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com



LETTER OF INTENT

Dear Mr. Harish E

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photographs (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing amount. Remains as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nationalplastigroup.com



LETTER OF INTENT

Dear Mr. Karthis

Best Wishes !

We are pleased to welcome you as Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing amounts. Remains as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nationalplasticsgroup.com

LETTER OF INTENT

Dear Mr. *Mehindh Kumaran S*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in **between April to July 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing amins. Details as per our industry requirement norms apply.

All the best !

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com



LETTER OF INTENT

Dear Mr. *NoVean Kermans*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing amounts. Remains as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com



LETTER OF INTENT

Dear Mr. *Nazeer Basha N*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photographs (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted candidates should hold any standing amount, Remittal as per our industry recruitment norms apply.

At the best !

Yours,


HR Department

National Plastic Technologies Limited
www.npltdgroup.com



LETTER OF INTENT

Dear Mr. Pradeep Kumar G

Best Wishes !

We are pleased to welcome you as Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing arrears. Remuneration as per our industry recruitment norms apply.

All the best !

Years,

HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. *Ranjith Kumar*

Best Wishes !

We are pleased to welcome you an Employment based on the Interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET /Bike
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / PAN/ (Ae. / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing orders. Remain as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. Ranjith Kumar L

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photographs (Recent)
 - ✓ Bank Passbook Front Page Xerox

Notes: During time of joining, shortlisted students should hold any standing arrears. Remain as per our industry recruitment norms apply.

All the best !

Years,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. *Siva Santhosh K*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents ; details as per day of joining.
 - ✓ Date of birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing arrears. Remains as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com



LETTER OF INTENT

Dear Mr. *Sourabh*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing orders. Remain as per our industry recruitment norms apply.

All the best !

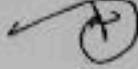
Yours,

HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

National Plastic Technologies Limited
www.nationalplasticgroup.com

HR Department



Yours,

All the best!

Note: During time of joining, shortlisted students should hold any standing awards. Remain as per our industry recruitment norms apply.

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

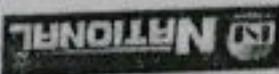
Details of the terms and conditions of offer are as under:

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Best Wishes!

Dear Mr. Srikanth 7-J

LETTER OF INTENT



LETTER OF INTENT

Dear Mr. Sudarshan D

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussion you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details of you day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport; / Birth certificate / S-SC)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photographs (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should not hold any standing orders.
Benefits as per our hierarchy recruitment norms apply.

All the best !

Yours,



HR Department

National Plasma Technologies Limited
www.nationalplasmagroup.com



LETTER OF INTENT

Dear Mr. *Vignesh R*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing arrears. Remain as per our Industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INVITATION

Dear Mr. *Vignesh*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in **between April to July 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photographs (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold valid any stamping areas. Remain as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. *Vishnu goda V*

Best Wishes !

We are pleased to welcome you as Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining:
 - ✓ Copy of birth proof certificate (Copy of passport / birth certificate / S-S-C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, qualified students should hold any standing amounts. Remain as per our industry recruitment norms apply.

At the best :

Yours,



HR Department

National Plastic Technologies Limited
www.national-biosgroup.com



LETTER OF INTENT

Dear Mr. Akash R.

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

NOTE: During time of joining, short-listed students should hold any standing amount. Remain as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. Akilm

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in **between April to July 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, short-listed students should hold any standing orders. Remain as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastics Technologies Limited
www.nationalplasticsgroup.com

LETTER OF INTENT

Dear Mr. **AKIL M**

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in **between April to July 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing arrears. Remuneration as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. *Ayyappa*.

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhaar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photographs (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should had any standing arrears. Remain as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastics Technologies Limited
www.natplnptgroup.com



LETTER OF INTENT

Dear Mr. *Ayyappa*,

Best Wishes !

We are pleased to welcome you as Employment based on the Interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in between **April to July 2021**.
3. Please bring along the below listed documents / Details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport) / Birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, short-listed students should hold any standing awards. Remain as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nplteplasttechgroup.com

LETTER OF INTENT

Dear Mr. Govind Prasanth D

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **OET Role**
2. Your date of commencement of Employment will be in between **April to July 2021**.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / Aadhar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for referencing)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any starting amount.
Remain as per our industry recruitment norms apply.

All the best !

Years,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. *Gowtham M*
Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing arrears. Remain as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Fluids Technologies Limited
www.nationalfluidsgroup.com



LETTER OF INTENT

Dear Mr. *Raj Prabhakar J*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing offers. Remain as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com

LETTER OF INTENT

Dear Mr. *Sabirga Moorthy V*

Best Wishes !

We are pleased to welcome you an Employment based on the interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GET Role**
2. Your date of commencement of Employment will be in between April to July 2021 .
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Ration Card / Driving License / AADHAR / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing amount
Remain as per our industry recruitment norms apply.

All the best !

Yours,

HR Department

National Plastics Technologies Limited
www.nationalplasticsgroup.com

LETTERS OF INTENT

Date: 10/05/2021

Dear Madam,

We are pleased to welcome you as Employment based on the interview discussion you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as **GETT Role**
2. Your date of commencement of Employment will be as addressed April to July 2021.
3. Please bring along the below listed documents, along with your ID's (bring)
 - Date of birth and certificate (Copy of passport) (Not applicable / S.S.2)
 - Address proof (Copy of your Voter Card / Driving license / Aadhaar / Voter ID)
 - Copies of all Academic Certificates (Original required for reference)
 - Two passport size photographs (Recent)
 - Bank Passbook (Post Page Blank)

Note: During time of joining, successful students should hold any standing orders form as per our industry recruitment norms apply.

All the best!

Yours,



HR Department

National Health Technologies Limited
www.nationalhealthgroup.com

LETTER OF INTENT

Dear Mr. *Vinodh Kumar R*

Best Wishes !

We are pleased to welcome you an Employment based on the Interview discussions you had with us and your resume submitted to us.

Details of the terms and conditions of offer are as under:

1. You will be designated as GET Role
2. Your date of commencement of Employment will be in between April to July 2021.
3. Please bring along the below listed documents / details on your day of joining.
 - ✓ Date of Birth proof certificate (Copy of passport / Birth certificate / S.S.C)
 - ✓ Address Proof (Copy of your Nation Card / Driving License / Aadhaar / Voter ID)
 - ✓ Copies of all Academic Certificates (Original required for reference)
 - ✓ Two passport size photograph (Recent)
 - ✓ Bank Passbook Front Page Xerox

Note: During time of joining, shortlisted students should hold any standing amounts.
Remain as per our industry recruitment norms apply.

All the best !

Yours,



HR Department

National Plastic Technologies Limited
www.nationalplasticgroup.com



NEWTECH INDUSTRIES™
Power of Technologies

ENR0001

Offer Letter

Date: 22.12.1

Name : Mr. Deenadhayalan.P

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

Newtech Precision Products Private Limited.,

No.276, Sisco Industrial estate,

Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

EX0001

Offer Letter

Date: 20/12/20

Name : Mr. Girishan T
Address: Pt

We are pleased to offer you an appointment in our company as " Trainee ",
You will be posted in our Kanchiappuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job
satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

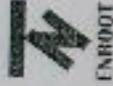
With best wishes,

Regards,

M. Visim

Newtech Precision Products Private Limited,
No.276, Sidco Industrial estate,
Thirumudivakkai, Kanchiappuram

www.newtechindustries.co.in



NEWTech INDUSTRIES™
Power of Technologies

ENROOT

Offer Letter

Date: 29.1.2021

Name : Mr.

Habib F

Address:

REC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kanchiapuram unit

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,

No.276, Sidco Industrial estate,

Thrumudavakkam, Kanchiapuram



NEWTECH INDUSTRIES™
Power of Technologies

ENTR00T

Offer Letter

Date: 23.1.2021

Name: Mr. Kalivarayan R

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee "

You will be posted in our Kandheerapuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited.,

No.276, Sisco Industrial estate,

Thrumudavakam, Kanchiapuram



NEWTECH INDUSTRIES™
Power of Technologies

EMB001

Offer Letter

Date: 20.11.21

Name . Mr. Kumaran.K
Address: Pec

We are pleased to offer you an appointment in our company as ' Trainee '.
You will be posted in our Kandheepuram Unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job
satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer

With best wishes.

Regards,


HR Team

Newtech Precision Products Private Limited,
No.278, Sreeva Industrial estate,
Thirumuthukkam, Kandheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.12.12

Name : Mr. Muthil Peri-R

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Karacheeruram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited

No.276, Sateo Industrial estate,

Thrumudavakkam, Karacheeruram

Offer Letter

Date: 20.1.21

Name: Mr. Navaneeth Kumar S

Address: PEE

We are pleased to offer you an appointment in our company as * Trainee *
You will be posted in our Kanchiexpuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,

No.276, Sidco Industrial estate,

Thirunadivayallem, Kanchiexpuram



NEWTECH INDUSTRIES™
Power of Technologies

EMBROO

Offer Letter

Date: 22.1.2021

Name : Mr. Pagazh. S
Address: PEL

We are pleased to offer you an appointment in our company as ' Trainee *'.
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited.,
No.276, Sidoo Industrial estate,
Thirumudivakkam, Kancheepuram

www.newtechindustries.co.in



NEWTECH INDUSTRIES™
Power of Technologies

ENR00T

Offer Letter

Date: 22.12.1

Name : Mr. RAJU.D
Address: P.L.C

We are pleased to offer you an appointment in our company as * Trainee *.
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

Newtech Precision Products Private Limited,
No.275, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

ENB000T

Offer Letter

Date: 20.11.20

Name : Mr. Raj Kumar R

Address: PEc

We are pleased to offer you an appointment in our company as ' Trainee ' .
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

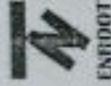
Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


H.P. Vessan

Newtech Precision Products Private Limited,
No.27/5, Siddag Industrial estate,
Thirumudhalikam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.12.1

Name : Mr. Sandeep R

Address: PFC

We are pleased to offer you an appointment in our company as " Trainee " .
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

Newtech Precision Products Private Limited.,

No.275, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES
Power of Technologies

ENR00T

Offer Letter

Date: 22.11.21

Name : Mr. Sri Govindachari M

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee " .
You will be posted in our Kancheeppuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,
No.278, Sittco Industrial estate,
Thirumudivakkam, Kanchi-600094

www.newtechindustries.co.in



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.12.11

Name : Mr. Sudhakar Babu

Address: P.L.C

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheeppuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

Newtech Precision Products Private Limited.,

No.275, Suloa Industrial estate,

Thirumudivickam, Kancheeppuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 20.12.11

Name : Mr. Iyavasekaran
Address: Pt

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

HRF Team
Newtech Precision Products Private Limited.,
No.278, Sidoo Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

EMP001

Offer Letter

Date: 22/12/1

Name: Mr. Thiru Kumaran R.

Address: PFC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited.,

No.276, Sidoo Industrial estate,

Thirumudivakkam, Kancheepuram

www.newtechindustries.co.in



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.21

Name : Mr. Vignesh.N

Address: PEC

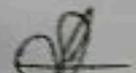
We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job
satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited.,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.2021

Name : Mr. Balaji R.S

Address: PEC

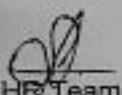
We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.2021

Name : Mr. Hari Prasanth.k
Address: PEC

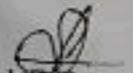
We are pleased to offer you an appointment in our company as " **Trainee** ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 29.1.2021

Name : Mr. Kabilan K

Address: PEC

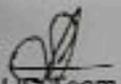
We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job
satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited.,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22-1-2021

Name : Mr. KAVIA RASU.S

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

A handwritten signature in black ink, appearing to be 'HR Team', written over the printed text 'HR Team'.

Newtech Precision Products Private Limited.,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.12.21

Name : Mr. Krishna Kumar. G

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

A handwritten signature in black ink, appearing to be 'HR Team', is written over a horizontal line.

HR Team

Newtech Precision Products Private Limited.,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.12)

Name : Mr. Manikandan G

Address: PFC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job
satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.21

Name : Mr. Manikandan R

Address: PEc

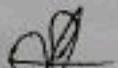
We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,



HR Team

Newtech Precision Products Private Limited.,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram

www.newtechindustries.co.in



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.12.21

Name : Mr. Manivannan V

Address: PEC

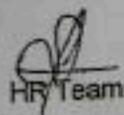
We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,



HR Team

Newtech Precision Products Private Limited.,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22/1/21

Name : Mr. Mohamed Basith M

Address: PEc

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

A handwritten signature in black ink, appearing to be a stylized 'S' or 'M' followed by a horizontal line.

HR Team

Newtech Precision Products Private Limited,,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram

www.newtechindustries.co.in



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Name : Mr.

Mohan Raj. R

Date: 22.1.2021

Address:

PEC

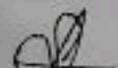
We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram

www.newtechindustries.co.in



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 29.1.2021

Name : Mr. Ponkumar.M

Address: PEL

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22-1-2021

Name : Mr. Prakash R

Address: PEC

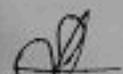
We are pleased to offer you an appointment in our company as " **Trainee** ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,



HR Team

Newtech Precision Products Private Limited.,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 20.1.2001

Name : Mr. Prethiyar P

Address: PEC

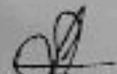
We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.2021

Name : Mr. Santhosh. P

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited.,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.2021

Name : Mr. Selvam.R

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,



HR Team

Newtech Precision Products Private Limited.,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.2001

Name : Mr. Sentbil Raja.M

Address: PEC

We are pleased to offer you an appointment in our company as " **Trainee** ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited.,
No.276, Sidoo Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.2021

Name : Mr. Sheik Abdullah H

Address: PEC

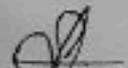
We are pleased to offer you an appointment in our company as " Trainee ";
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job
satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 22.1.2021

Name : Mr. Shyam Sundar S

Address: PEC

We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,

A handwritten signature in black ink, appearing to be a stylized 'S' or 'J' followed by a horizontal line.

HR Team

Newtech Precision Products Private Limited,
No.276, Sidco Industrial estate,
Thirumudivakkam, Kancheepuram



NEWTECH INDUSTRIES™
Power of Technologies

Offer Letter

Date: 29.1.2001

Name : Mr.

Vasantha Kumar P

Address:

PEL

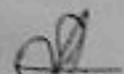
We are pleased to offer you an appointment in our company as " Trainee ".
You will be posted in our Kancheepuram unit.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and ample opportunities for career development.

Kindly return the duplicate copy of this letter duly signed as an acceptance of our offer.

With best wishes,

Regards,


HR Team

Newtech Precision Products Private Limited,

No.276, Sidco Industrial estate,

Thirumudivakkam, Kancheepuram

2/18/22, 10:54 AM

Email - Thamarai Selvan - Outlook

FW: Nexential Solutions Campus Hiring - Business Development Executives

Nexential Solutions <hr@nexential.in>

Wednesday, April 21, 2021 8:42 PM

To: 'Placement' <placement@paavai.edu.in>

Dear Thamaraiselvan Rajendran,

Greetings from Nexential Solutions Private Limited!

We are happy to inform you that these students are offered provisionally for the role of Business Development Executive.

S.No.	Name of the Student	College	Department
1	Mohammed Azarudeen.Z	Paavai college of Engineering	CSE
2	Madhu.R	Paavai college of Engineering	ECE
3	Sowmiyatharshini.R	Paavai Engineering College	ECE
4	Tharani.M	Paavai Engineering College	Agri
5	Janani.S	Paavai Arts and Science college for Womens	Boom
6	Abinaya.R	Paavai Engineering College	ECE
7	Rathinamala.C	Paavai college of Engineering	CSE
8	Sweshika.R	Paavai Engineering College	ECE
9	Pavithra.M	Paavai Arts and Science college for Womens	Boom
10	Yogadharani.V	Paavai Arts and Science college for Womens	Boom CA

The content of this email is confidential and intended for the recipient specified in the message only. It is strictly forbidden to share any part of this message with any third party, without the written consent of the sender. Thank you for your cooperation and understanding.

Regards,

Team Nexential

Nexential Solutions Private Limited



Nittany & Synthesis Group of company**hr@nittanycreative.com <hr@nittanycreative.com>**

Fri 4/16/2021 6:07 PM

To: Ravindrakrishna PT Officer <ravindrakrishna@paavai.edu.in>

Dear Principal

We are glad to release the offer letter to the shortlisted students for "Trainee - BPO".

Reference to the On Campus interview held on 15.04.2021 (Thursday) at Paavai, Namakkal.

The shortlisted students were asked to report post examination on or before June 2021 at our Chennai premises.

S.No	University Register No.	Name of the students	Department
1	17104007	AJITHKUMAR V	CSE
2	17104009	ANANTHALAKSHMI A	CSE
3	17104014	BHAVANI C	CSE
4	17104020	DEEPIKA JENIFER A	CSE
5	17104037	KEERTHANA S	CSE
6	17104041	MAHALAKSHMI K	CSE
7	17104049	NARMATHA NISHA I	CSE
8	17104051	NITHYANANTHI S	CSE
9	17104052	NIVETHA V	CSE
10	17104054	POOJA DIARSHINI S K	CSE
11	17104065	RAVENTH KUMAR K	CSE
12	17104901	ROOPA S	CSE
13	17104067	SANDEEP RAJAN S	CSE
14	17104069	SANGEETHA M	CSE
15	17104093	VIGNESHWARAN M	CSE
16	17105011	BAVITHRA J	ECE
17	17105020	DIVYA A	ECE
18	17105049	KEERTHINISHA K	ECE
19	17105072	NITHYA D	ECE
20	17105093	RASIKA G	ECE
21	17105095	ROJA G	ECE
22	17105097	ROSHINI P	ECE
23	17105110	SIVAPRIYA G	ECE
24	17105303	SWETHA R	ECE
25	17105128	THARA R	ECE
26	17105138	VINOTHINI K	ECE
27	17106007	ANUSHREE V	EEE
28	17106029	JAYABHARATHI M	EEE
29	17202003	AKASH G	IT
30	17202005	ANISHA G	IT

31	17202013	DANYASRI V	IT
32	17202015	DEVA R	IT
33	17202019	GAYATHRI S	IT
34	17202024	KAVIYADHARSHINI A	IT
35	17202026	LAKSHMITHA M	IT
36	17202027	MAGESH BHARATHI B	IT
37	17202028	MAHAVISHNU P	IT
38	17202043	ROSHINI P	IT
39	17202044	SANGEETHA A J	IT
40	17202045	SANTHIYA J	IT
41	17202050	SENTHAMIL SELVAN M	IT
42	17202502	SHANMIKA M	IT
43	17202053	SOWMIYA M	IT
44	17202055	SURYA V	IT
45	17202058	THARMASAMVARTHINI S	IT
46	622217105015	IBRIYANA FAIZAL	EEE
47	622217105035	SETHU RAMAN S	EEE
48	622017104011	ARUNKUMAR M	CSE
49	622017104013	BALAVIGNESH S	CSE
50	622017104031	HARSHAVARDHAN J	CSE
51	622017104033	HEMALATHA S	CSE
52	622017104036	JAGADEESH G	CSE
53	622017104048	KISHOR K	CSE
54	622017104056	MOHANRAJ P	CSE
55	622017104064	PRAVEEN KUMAR A	CSE
56	622017104067	PUNITHA P	CSE
57	622017104074	RENUKA V	CSE
58	622017104079	SANTHOSHKUMAR R	CSE
59	622017104083	SILAMBARASAN M	CSE
60	622017104088	SOWMIYA E	CSE
61	622017104093	SWATHI VARSHA K	CSE
62	622017104097	VENKATESHWAR C	CSE
63	622017104100	ZIAUDEEN A	CSE
64	622017106016	DIVYA BHARATHI S	ECE
65	622017106029	LAVANYA R	ECE
66	622017106032	MAHESHWARI M	ECE
67	622017106037	MONISHA DEVI A	ECE
68	622017106039	NARMADA B	ECE
69	622017106048	PRIYADHARSHNI V	ECE
70	622017106055	RIZWANABEGAM H	ECE
71	622017106306	SHALINI V	ECE
72	622017106072	VARSHINI P A	ECE
73	622017105004	BAKIYALAKSHMI M	EEE
74	622017105012	INDHUMATHI A	EEE

We would notify about the date of joining while at the time of reporting.

FIND OUT THE ATTACHMENT OF SHORTLISTED STUDENTS

NOTE: At the time of joining, the shortlisted candidates should not have any backlogs and remaining as per our industry recruitment norms.

Documents should carry while Reporting

1. Updated Resume
2. Bank Passbook
3. Updated Aadhar / Pan Card
4. Passport Size Photocopy - 3
5. Address & ID Proof
6. Semester Marksheet and other Educational Certificates.

Thanks & Regards,

Sathish Kumar U | HR Executive | Extn- 734

NiMany Creative Services LLP | Synthesis Healthcare Services LLP

#141, Prakash Towers, 2nd Floor, OMR IT Highway, Near IGP Bus stop, Chennai - 600041

Landline: 044- 24545523/24

NITTANY

Synthesis
Healthcare

DISCLAIMER:

If you are not the intended recipient or have received this message in error, please notify the sender by return email at your earliest convenience and delete this email, do not use, peruse, disseminate, distribute or copy this message or any file attached to this message. Any such unauthorized use, is prohibited and may be unlawful



Date 26-11-21

Selection Letter

Dear Aburva. A

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Ajith Kumar A

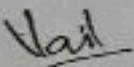
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mothan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Akalya-S

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Vail

Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Akash. E

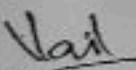
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Human Resource
Perfect Gear

Date 26-11-21

Selection Letter

Dear Arunkumar. S

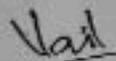
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mothan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Arun Sankar.M

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Vaid

Human Resource
Perfect Gear



Date 26.11.21

Selection Letter

Dear Chinnaiyan S

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Human Resource

Perfect Gear

Date 26.11.21

Selection Letter

Dear Dhivya. c

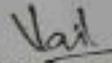
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Dinesh Kurvar P

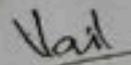
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Brautarn D.A

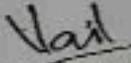
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Gokul. G

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Vaid

Human Resource
Perfect Gear



Date 26.11.21

Selection Letter

Dear Gokul R

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Growtham, K

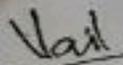
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear *Hajia Najibudeen M*

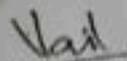
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource
Perfect Gear

Perfect Gears (Chennai) Pvt Ltd

#2, Vambullamman Koil 1st Cross Street, Udayam Colony, KK Nagar West,

Chennai-600 078. www.perfectgears.in

Date 26.11.21

Selection Letter

Dear Harish.M

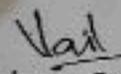
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Jaya Prakash. P

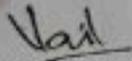
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Jeeva A

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Vaid

Human Resource

Perfect Gear

Perfect Gears (Chennai) Pvt Ltd

#2, Vembullamman Koll 1st Cross Street, Udayam Colony, K K Nagar West,

Chennai-600 078. www.perfectgears.in

Date 26.11.21

Selection Letter

Dear Jeeva.M

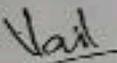
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Karthik. K

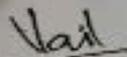
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource

Perfect Gear

Date 26.11.21

Selection Letter

Dear Madhavan.M

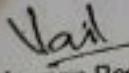
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Vail
Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Madhavan,

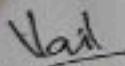
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Mani Maran.V

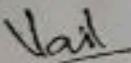
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Human Resource
Perfect Gear



Date 26.11.21

Selection Letter

Dear Manjunath J

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mothan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Manoj Kumar.M

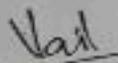
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource
Perfect Gear

Perfect Gears (Chennai) Pvt Ltd

#2, Vembullamman Koil 1st Cross Street, Udayam Colony, KK Nagar West,

Chennai-600 078. www.perfectgears.in

Date 26.11.21

Selection Letter

Dear *Midhunesh E*

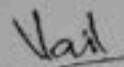
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Mohan Raj R

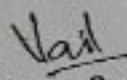
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,


Human Resource
Perfect Gear

Date 26.11.21

Selection Letter

Dear Narendhiran. M

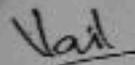
We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mothan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,



Human Resource

Perfect Gear

Perfect Gears (Chennai) Pvt Ltd

#2, Vembullamman Koil 1st Cross Street Udayam Colony, K K Nagar West,

Chennai-600 078. www.perfectgears.in



Date 26.11.21

Selection Letter

Dear Prammansudhan.c

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Vail

Human Resource
Perfect Gear



Date 26.11.21

Selection Letter

Dear Prasanth B

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Human Resource
Perfect Gear

Perfect Gears (Chennai) Pvt Ltd

#2, Vembuliamman Koil 1st Cross Street, Udayam Colony, K.K Nagar West,

Chennai-600 076, www.perfectgears.in

428



Date 26.11.21

Selection Letter

Dear Praveen J

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Human Resource
Perfect Gear



Date 26.11.21

Selection Letter

Dear Priyadharshan . P

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Vaid

Human Resource
Perfect Gear

Perfect Gear
Human Resource

Yad

Sincerely,

We are excited to have you join our team.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.
Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite period of time.
As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

Dear Ravikumar, K

Selection Letter

Date 06.11.21



Perfect Gear

Human Resource

Val

Sincerely,

We are excited to have you join our team.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Dear *Riqas Ahamed S*

Selection Letter

Date *26.11.21*



Perfect Gear

Human Resource

Vali

Sincerely,

We are excited to have you join our team.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

Dear *Silambarasan S.M*

Selection Letter

Date *26.11.21*



Perfect Gears (Chennai) Pvt Ltd
 #2, Vembuliamman Koil St Cross, Street Udayam Colony, K K Nagar West,
 Chennai-600 078, www.perfectgears.in

432

Perfect Gear
Turn Resource

Val

Sincerely,

We are excited to have you join our team.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

Dear Sri Sathosh Kumar G

Selection Letter

Date 26.11.21



Perfect Gear
Human Resource

Mad

Sincerely,

We are excited to have you join our team.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining or guarantee of employment for a definite period of time.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Dear *Srisabarashwaran.P*

Selection Letter

Date *06.11.21*



Perfect Gear

Human Resource

Mad

Sincerely,

We are excited to have you join our team.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Dear *Sanya Prakash.M*

Selection Letter

Date *26.11.21*



Perfect Gear
Human Resource
Vad
Sincerely,

We are excited to have you join our team.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

Dear Vasu. A. K

Selection Letter

Date 06.11.21



Human Resource
Perfect Gear

Wah

Sincerely,

We are excited to have you join our team.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathivan HR. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

Dear Vignesh C

Selection Letter

Date 26.11.21



Perfect Gear
Human Resource

Val

Sincerely,

We are excited to have you join our team.

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai), Pvt Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan HR. We believe your skills and experience is an excellent match for our company.
Your employment with Perfect Gear (Chennai), Pvt Ltd will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.
As an employee of Perfect Gear (Chennai), Pvt Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

Dear *Yashwanth Bharath K*

Selection Letter

Date *26.11.21*





Date: 26.11.21

Selection Letter

Dear

Yuvraj R

We are pleased to offer you the position of Operator Trainee at Perfect Gear (Chennai). PGE Ltd with a start month of July 2021. You will be reporting directly to Mr. Mathan Iyer. We believe your skills and experience is an excellent match for our company.

Your employment with Perfect Gear (Chennai), PGE Ltd will be on an at will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite period of time.

As an employee of Perfect Gear (Chennai), PGE Ltd, you are also eligible for our benefits program, which includes Over Time, Insurance and other benefits which will be described in later during time of joining.

We are excited to have you join our team.

Sincerely,

Yash

Human Resource

Perfect Gear

Perfect Gear (Chennai) Pvt Ltd

#2, Vembalathur Main Rd, Old Cross Street, Ulaganathan Colony, K K Nagar, West

Chennai-600 078. www.perfectgears.in



PROTECTIVE SERVICES AND PRODUCTION SERVICES

To

Dear Sir,

Mr / Mrs / Ms Arunraj Patra
Address:

We are happy to advise you were selected for M/s PDG Asian Paints Private Limited, Kanchipuram, to work temporarily M/s VASHTASUJI ACADEMY FOR SKILLS and the stipend would be 15000/- per month. Attendance Bonus, OTRs benefits. The selected students should be motion good overall during the period of work. There would be deduction.

Note:

1. Covid infection must, during time of reporting / joining.
2. Daily Medical Test Report's will have to provide. Absence/ requests are not allowed.
3. Selected employees should not possess any serious health issues.
4. Applicants are recruited only when there are requirement need in factory.

Company/Dept:

Name:

Human Resource Dept.

Date:
Place: Palani, Coimbatore



PROTECTIVE PERFORMANCE AND MAINTENANCE COURSES

Offer Letter

To
Mr / Mrs / Ms. *Aravindha Kumar M*
Address:

We are happy to declare you were selected for Mr. PPG Asian Paints Behavior Labeled, Kurthiapattanam to work project by
M/s VASUDHAN ACADEMY FOR SKILLS and the employee would be 12.0000/- PM. Attendance Bonus. Other benefits.

The selected students should be maintain good overbook during the period of work, that we would be observed.

Note

1. Covid Infection must during time of reporting / joining.
2. During Medical Test Applicant's result must be positive. Abnormal reports are not eligible.
3. Selected applicants should not possess any criminal while reporting.
4. Applicant are recruited only when there any requirement need of factory.

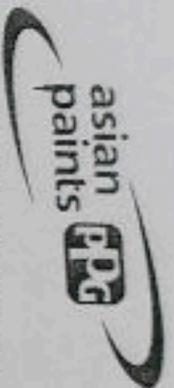
Congratulations!

Yours,

Human Resource Dept.

Date

Place: Pooval Group, Nambathol



PROTECTIVE PERFORMANCE AND POWER COATINGS

Offer Letter

To
Mr / Miss / Mrs. *Bala Kumaran*
Address

Who are happy to declare you were selected for M3 PPG Asian Paints Protection Limited, Kanchipuram, to work payroll by M3 VASUASU ACADEMY FOR SKILLS and the salary would be 13,000/- PM. Attendance Bonus, Other benefits.

The selected students should be maintain good overbook during the period of work, that we would be deserved.

Note:

1. Could inspection mark, during time of reporting / joining.
2. During Medical Test Applicants must be positive. Absnormal applicants are not eligible.
3. Selected applicants should not pause any career while reporting.
4. Applicants are recruited only when there any replacement need at factory.

Congratulations!!

Yours,


Human Resource Dept.

Date:
Place: Ponnai Circle, Maraththal

W3/C1/88H, Maraththal, Sripurambudur, Tamil Nadu 602005
www.ppgpaints.com



PROFECTIVE PERFORMANCE AND POWER COATINGS

Office User

To
Mr. M. M. Chandra Sekar N
Address:

We are happy to declare you were selected for M/s PPC Asian Paints Private Limited, Kanchipuram, to work project by M/s VAYASUL ACADEMY FOR SKILLS and the thereof would be SOOD, JAL, Attendance Bonus, Other benefits.

The selected candidates should be furnish good certificate during the period of work, that we would be discover.

Note:

1. Good inspection must during this of reporting / learning.
2. During Medical Test Applicant's result must be positive. Accepted applicants are not eligible.
3. Selected applicants should not possess any serious health condition.
4. Applicants are notified only when there any replacement need of vacancy.

Copy number 001

Yours,

Human Resource Dept.

Date:

Place: Poonai Group, Nambhal



PROTECTIVE PERFORMANCE AND WORKER CONTINUES

Offer Letter

To
Mr / Mrs / Ms. Dhivya-M
Address:

We are happy to declare you were selected for M/s PPG Asian Paints Private Limited, Kothacheruvarum, to work payroll by M/s VASHTASUW ACADEMY FOR SKILLS and the stipend would be 13,000/- PM, Attendance Bonus, Other benefits.

The selected students should be maintain good overbook during the period of work, that we would be observed.

Note

1. Could rejection must, during time of reporting / joining.
2. During Medical Test Applicant's result must be positive. Abnormal captions are not eligible.
3. Selected applicants should not possess any serious urticale respectively.
4. Applicants are recruited only when there any replacement need at factory.

Congratulations!

Yours,

Human Resource Dept.

Date
Prison Power Group, Nemmelkad



4/4/17

Offer Letter

To
Mr / Miss / Mrs. *Durgam*
Address:

We are happy to declare you were selected for Mr. PPG Asian Paints Private Limited, Korchiapuram, to work payroll by M/s VASHASUN ACADEMY FOR SKILLS and the stipend would be 10,000/- PA, Attendance Bonus, Other benefits.

The selected students should maintain good overhead during the period of work, that we would be deserved.

Note:

1. Covid Infection must, during time of reporting / joining.
2. During Medical Test Aspirant's result must be positive. Absormal aspirants are not eligible.
3. Selected aspirants should not possess any oman while reporting
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!

Yours,

Human Resource Dept.

Date:
Puzos, Puzosel Campus, Nambakkal



PERFORMANCE APPRAISAL AND FEEDBACK

Other Letter

To
Mr / Mrs / Ms. *E. Laksharan TG*
Address:

We are happy to declare you were selected for Ms PPG Asian Paints Private Limited, Kanchipuram, to work project by Ms VASHAVINI ACADEMY FOR SKILLS and the reward would be 15,000/- INR, Attendance Bonus, Other benefits.

The selected students should be maintain good swatch during the period of work, that we would be observed.

NOTE

1. Cover Application must, during time of reporting / joining.
2. During Medical Test Applicant's result must be positive. Abnormal reports are not eligible.
3. Selected applicants should not possess any criminal while reporting.
4. Applicants are recruited only when their only requirement need is factory.

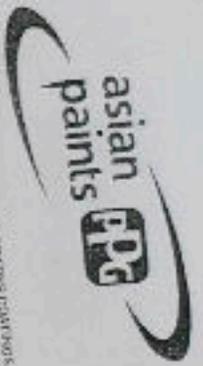
Congratulatory!

Yours,

Human Resource Dept.

Date:

Place: Pandal Group, Murthothal



PROTECTIVE MEMORANDUM AND FORMER CONTRACTORS

Other Letter

To
Mr / Mrs / Miss *Arifkhalid S*
Address:

We are happy to declare you were selected for MVA PPOC Asian Paints Private Limited, (Kanchipuram), to work payroll by MVA VASUDEVAN ACADEMY FOR STUDIES and the interest would be 10.00% - PMK. Attendance Bonus, Other benefits.

The selected students would be migration good over/soon during the period of work, that we would be done and

Note:

1. Covid infection must during time of reporting / joining.
2. During Medical Test, Asymptomatic must make the position, Asymptomatic migration over/soon of rights.
3. Selected aspirants should not possess any common viral infection.
4. Aspirants are recruited only when their any replacement mode of factory.

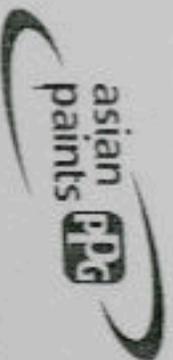
Congratulations!

Yours,

Human Resource Dept.

Date
Place: *Pozhar, Kanchipuram*

www.asianpaints.com
www.ppg.com
www.asianpaints.com



PROTECTIVE PERFORMANCE ASSURANCE GUARANTEE

Offer Letter

To
Mr Jagan Mohan, *Health N*
Address:

We are happy to declare you were selected for M/s PPG Asian Paints Private Limited, Kondhaseeram, to work posted by
M/s VASUHASINI ACADEMY FOR SKILLS and the offered would be 55000/- PG, Attendance Bonus, Other benefits.

The selected students should be maintain good over look during the period of work. If not we would be observed.

Note:

1. Could rejection result, during time of reporting / joining
2. During Medical Test Applicant's result must be positive. Abnormal reports are not eligible.
3. Selected applicants should not possess any criminal wife's reports.
4. Applicants are recruited only when there any replacement need of factory.

Co-ordinator/HR

Yours,

Hiranjan Ravindra Dept.

Date:

Place: Chennai District, Narasipati



PROTECTIVE PERFORMANCE AND NON-SKID COATINGS

4/51

Other Letter

To
Mr / Mrs / Ms. Hemalatha S
Address

We are happy to declare you were selected for Mr. PPC Asian Paints Private Limited, Marthandapuram, to work signed by
Mr. VASANTHARAJ ALAGARAJ FOR SKILLS card the amount would be 15,000/- PKM. Attendance bonus, Other benefits.

The selected candidate should be maintain good over/door carrying the period of work, then we would be dismissed.

Note

1. Covid injection must during time of reporting / joining.
2. During Medical Test Applicant's result must be positive. Abnormal applicant are not eligible.
3. Selected applicant should not possess any diseases while reporting.
4. Applicant are provided only when there any vaccination need at factory.

Company/Client:

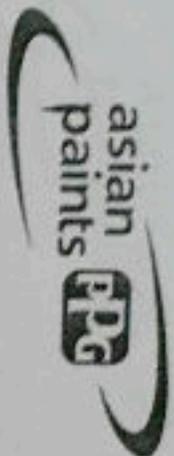
Youn,

Human Resource Dept.

Date:

Place: Peraval Group, Nemmalai

WWW.CHARTER.MARIBOL.COM, Singapore, Tamil Nadu 600105
www.ppgpaintsindia.com



PROTECTIVE PERFORMANCE AND POWER COATINGS

Offer Letter

To
Mr / Miss / Mrs. *Indhumathi. N*
Address:

We are happy to declare you were selected for M/s PPG Asian Paints Private Limited, Kandheerparam, to work payroll by M/s VASHTASU ACADEMY FOR SKILLS and the stipend would be 11,000/- P.M, Attendance Bonus, Other benefits.

The selected students should be maintain good overlooks during the period of work, that we would be deserved.

Note:

1. Covid Injection must, during time of reporting / joining.
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need of factory.

Congratulations!!!

[Signature]
Yours,

Human Resource Dept.

Date:

Project: Technical Group, Memmabhol



PROFESSIONAL RECRUITMENT AND EMPLOYMENT SERVICES

Offer Letter

To

Mr / Mrs / Ms.

Jeeyanandham G.S

Address:

We are happy to declare you were selected for Ms PPG Adm Paints Private Limited. Your stipend amount to work posted by Ms VASANTHARAJAN FOR SKLS and the stipend would be Rupee- 10,000/- Monthly. Other benefits.

The selected students should be maintain good conduct during the period of work that we would be observed.

Notes

1. Covid infection must during this of recruiting / joining.
2. Driving Medical Test. Applicant's health must be positive. Applicant's permit must not a valid.
3. Selected applicants should not possess any criminal or police records.
4. Applicants are recruited only when there any recruitment need or vacancy.

Contact us at

Yours

Human Resource Dept.

Date:

Place: Palwal Group, Narnaulkud



PROBESIVE, PERFORMANCE AND POWER COATINGS

Office Letter

To
Mr / Miss / Mrs. Jifin Joy
Address

We are happy to declare you were selected for Miss PPG Asian Paints Private Limited, Kanchipuram, to work payroll by Miss VASHASAI ACADEMY FOR SKILLS and the stipend would be 13,000/- PM, Attendance Bonus, Other benefits.

The selected students should be maintain good overbook during the period of work, that we would be deputed.

Note:

1. Covid injection must, during time of reporting / joining.
2. During Medical Test Aspirant's result must be positive. Aspirant's aspirants are not eligible.
3. Selected aspirants should not possess any ailments while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulation!!!

Years,

Human Resource Dept.

Date:

Place: Paschal Group, Namalimal



PROTECTIVE. PERFORMANCE. AND POWDERY COATINGS

Offer Letter

To
Mr / Mrs / Mr. *Lakshmanan. R.*
Address:

We are happy to declare you were selected for Mr. *R. Lakshmanan* Private Limited. Appointment to work payroll by **M/S VAS-HART ACADEMY FOR SKILLS** and the agreed **salary** would be **13,000/- PM**. **Allowance** is **1000/-**. **Other benefits**.

The selected students should be maintain good **attendance** during the period of work, that we would be observed.

Note:

1. Correct inspection must, during time of reporting / joining.
2. During Medical Test Applicant's result must be positive. Absenteeism for 10 or more days is disallowed.
3. Selected applicants should not possess any criminal records.
4. Applicants are recruited only when there are replacement need of factory.

Congratulations!

Yours,

Human Resource Dept.

Date:
Place: **Pozhal, Coimbatore, Maharashtra**

AS



PROTECTIVE PERFORMANCE AND POWDER COATINGS

Offer Letter

To
Mr / Miss / Mrs. **Megha Kuriasose**
Address:

We are happy to declare you were selected for Mr PPG Asian Paints Private Limited, Kanchipuram, to work payroll by Mrs VASUDEV ACADEMY FOR SKILLS and the spend would be 11,000/- PM, Attendance Bonus, Other benefits.

The selected students should be maintain good overhale during the period of work, that we would be disowrd.

Note:

1. Covid injection must, during time of reporting / joining.
2. During Medical Test Aspirant's result must be Positive. Abnormal applicants are not eligible.
3. Selected aspirants should not possess any disease while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congrat Kurias!!

Yours,

Human Resource Dept.

Date:

Place: Hooval Group, Namakkal



PROTECTIVE PERFORMANCE AND POWER COATINGS

City Letter

To
Mr / Mrs / Ms. *Muhammed Rafiqesh A*
Address:

We are happy to decline you were selected for M/s PPG Asian Paints Pvt. Ltd Limited, franchisee, to work posted by M/s VASUJASWY ACADEMY FOR SKILLS and the stipend would be 20000/-PM, Attendance Bonus, Other benefits.

The selected students should be maintain good avallance during the period of work, then we would be cleared.

NOTE:

1. Covid Injection must, during time of reporting / joining.
2. During Medical Test Applicant's result must be positive. Abnormal reports are not eligible.
3. Selected applicants should not possess any chronic ailments reportable.
4. Applicants are recruited only when there is a replacement need of factory.

Congratulations!

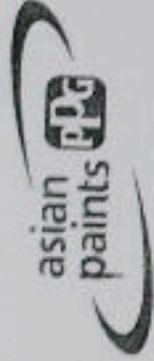
Yours,

Human Resource Dept.

Date:

Place: Panvel Group, Maharashtra

457



PROTECTING PERFORMANCE AND POWER COATINGS

Offer Letter

To
Mr / Mrs / Ms. *Mithish. P*
Address

We are happy to inform you were selected for MS EPG Asian Paints Private Limited, Nandamburam, to work payroll by MS VASHASWI ACADEMY FOR WILLS and the stipend would be 12,000/- PM. Accommodation, Bonus, Other benefits.

The selected students should be maintain good conduct during the period of work, that will consider be observed.

Note:

- 1. Covid rejection must during time of reporting / joining.
- 2. During Medical Test Applicant's result must be positive. Abnormal reports are not eligible.
- 3. Selected applicants should not possess any serious health reporting.
- 4. Applicants are recruited only when there any replacement need at factory.

Dangshu Appalidi

Yours,

Human Resource Dept.

Date
Place: Poovai Group, Nandambur

Date: _____
Phone: Puzud Group, Namakkal

Human Resource Dept.



Yours,

Congratulations!

- Note:
1. Covid infection must, during time of reporting / joining.
 2. Existing Medical Test Report's must be positive. Abscond applicants are not eligible.
 3. Selected applicants should not join any other job while reporting.
 4. Applicants are recruited only when there any replacement need at factory.

The selected students should be maintain good conduct during the period of work, that we would be demand.

We are happy to declare you were selected for M/s PPG Asian Paints Private Limited, Recruitment, to work payroll by MIN VASANTHAKA ACADEMY FOR BOYS and the amount would be 13,000/- P.M. Attendance Bonus, Other benefits.

To: _____
 Mr / Mrs / Ms. *Indhira*
 Address: _____

Copy Letter

ENTER ONE PERFORMANCE AND WORKER STATUS





PROTECTIVE PERFORMANCE AND FINANCIAL CONTROLS

Offer Letter

To
Mr / Mrs / Mr. *Pravara Rajan Deepak Raj K*
Address

We are happy to declare you were selected for Mr PPG Asian Paints Private Limited. Franchisee, to work payroll by MR VASHISHTH ACADEMY FOR SKILLS and this period would be 3 months PM Attendance Bonus, Other benefits.

The selected students should be maintain good over his during the period of work that we would be observed.

Note:

1. Covid infection must, during time of reporting, I will in.
2. During Medical Test Applicant's result must be positive. Absentist applicants are not eligible.
3. Selected applicants should not possess any serious, while reporting.
4. Applicants are recruited only when there any replacement need at factory.

Corporate Seal

Yours,

Human Resource Dept.

Date:

Please: Payroll Credit, Membership



PROTECTIVE PERFORMANCE AND WORKER SAFETY

Offer Letter

To
Mr / Miss / Mrs. *Prasanth.R.S*
Address:

We are happy to declare you were selected for Mr PPG Asian Paints Private Limited, Kanchipuram, to work payroll by Mr VASUDEVAN ACADEMY FOR SKILLS and the stipend would be 10,000/- PM, Attendance Bonus, Other benefits.

The selected students should be maintain good overhead during the period of work, that we would be demand.

Note

1. Covid injection must, during time of reporting / joining.
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any illness while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!

Yours,

Human Resource Dept.

Date:

Place: Paavai Group, Namsalidai



PROTECTIVE EQUIPMENT AND TOOLS DIVISION

Other Letter

To
Mr / Miss / Mrs *Ravi*
Address

We are happy to declare you were selected for M3-PPG Asian Paints Private Limited. Your keep-in-form, as well as payed by Mrs VASUDEVAI ACADEMY FOR SKILLS and the diploma would be D.2006-EN, Attendance Items, Other benefits.

The selected students should be maintain good over each during the period of work, then we would be observed.

Note:

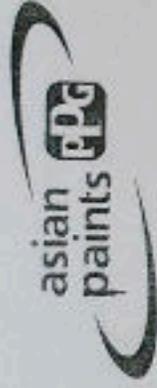
1. Covid Injection must, during time of reporting / joining.
2. During Medical Test, Applicant's result must be positive. Abnormal symptoms are not eligible.
3. Selected applicants should not possess any serious while reporting.
4. Applicants are recruited only when there any replacement need at factory.

Congratulations!

Yours

Human Resource Dept.

Date:
Please: Pooval Group, Namakkal



PROTECTIVE PERFORMANCE AND HARDER COATINGS

Offer Letter

To
Mr / Miss / Mrs. *Sai Kumar T*
Address

We are happy to declare you were selected for M's PPG Asian Paints Private Limited, Kanchipuram, to work posted by M's YASHASWI ACADEMY FOR SKILLS and the stipend would be 10000/- PM, Attendance Bonus, Other benefits.

The selected students should be maintain good over look during the period of work, that we would be observed.

Note:

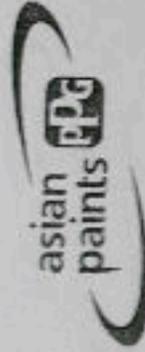
- 1. Covid injection must, during time of reporting / joining.
- 2. During Medical Test, Applicant's result must be positive. Abnormal applicants are not eligible.
- 3. Selected applicants should not possess any arms or weapons while reporting.
- 4. Applicants are recruited only when there any replacement need of faculty.

Congratulations!

Yours,


Human Resource Dept.

Date:
Place: Poovai Group, Nellorel



PROTECTIVE PERFORMANCE AND HEALTH CONTAINERS

Office Letter

To

Mr / Mrs / Ms.

Sargantha N

Address

We are happy to declare you were selected for Mr. PPG Asian Paints Private Limited, for cheques, to work payroll by Mr. YASHASWI ACADEMY FOR SKILLS and the amount would be 13,000/- INR. Attendance Bonus, Other benefits.

The selected students should be maintain good records during the period of work, that we would be observed.

Notes

1. Covid infection must, during time of reporting / joining.
2. During Medical Test Applicant must be positive. Minimal symptoms are not eligible.
3. Selected applicants should not perform any services while reporting.
4. Applicants are recruited only when there any replacement need at factory.

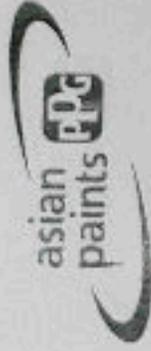
Congratulations!

Yours,

Human Resource Dept.

Date:

Place: Pooval Group, Mambalal



PROTECTIVE PERFORMANCE AND PLURALITY OF COATINGS

Other Letter

To

Mr / Miss / Ms

Sathish Kumar M

Address:

We are happy to declare you were selected for M's PPG Asian Paints Private Limited. Your aspirants, to work payroll by M's YASHASWI ACADEMY FOR SKILLS and the stipend would be 10000/- PM, Allowance Bonus, Other benefits.

The selected students should be maintain good overtech during the period of work, that we would be deserved.

Note:

1. Covid injection must, during time of reporting / joining.
2. During Medical Test Aspirant's result must be positive. Allergical aspirants are not eligible.
3. Selected aspirants should not prove any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!

Yours,

Human Resource Dept.

Date:

Place: Payroll Group, Namakkal

Alka



PROTECTIVE. FEEL PROTECTED AND KNOW YOUR COLOR NOW.

Offer Letter

To
Mr / Mrs / Ms. *Sayanth P.S*
Address

We are happy to declare you were selected for My PPG Asian Paints Private Limited, Kandharapuram, to work payroll by M/s VASHA SUR ACADEMY FOR SKILLS and the offered salary would be 3,00,000/- PM, Attendance Bonus, Other benefits. The selected students should be maintain good overlook during the period of work, then we would be diserved.

Name:

- 1. Covid infection must during time of reporting / joining.
- 2. During Medical Test Applicant's result must be positive. Absentee applicants are not eligible.
- 3. Selected applicants should not possess any serious ailments reporting.
- 4. Applicants are recruited only when there any employment need at factory.

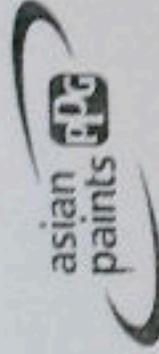
Congratulations!

Yours,

Human Resources Dept.

Date:

Place: Inoovi Group, Numeethal



PROFESSIONAL PERFORMANCE AND IMPROVEMENT COURSES

Office Letter

To Mr / Miss / Mrs. *Subash chandra Bose*

Address:

We are happy to declare you were selected for Min DPG Asian Paints Private Limited, Nanchessapuram, to work payroll by M/s VASUHASHI ACADEMY FOR SKILLS and the reward would be 10,000/- P.M. Attendance Bonus, Other benefits.

The selected students should be maintain good evotibe during the period of work, that we would be observed.

Note:-

1. Covid infection must, during time of reporting / joining.
2. During Medical Test Appraiser's result must be positive. Abnormal reports are not eligible.
3. Selection reports should not possess any serious while remaining.
4. Appoint are recruited only when there any replacement need at factory.

Company/Station/ID

Name

SG

Human Resource Dept.

Date:
Please Print Your Group Name/Shift



UNIVERSITY OF THE PACIFIC

1958

THE UNIVERSITY OF THE PACIFIC

1958

1958

1958

1958

THE UNIVERSITY OF THE PACIFIC

HR Dept.

I accept the employment terms set out in this Offer Letter.

Dated: _____

Full Name of Employee: _____

Signed: _____

Candidate Name	Mobile Number	Email ID	Gender
Hardik N Gor	7639967022	hardikngor@gmail.com	Male
Danyasri . V	6381663445	danyab12000@gmail.com	Female
Susin P	7904536256	susinsus45590@gmail.com	Male
Suganthi G	6380054079	Suganthi.g2000@gmail.com	Female
Balalogesh M	8825962265	balalogesh3@gmail.com	Male
Dinakar P	9443284741	dina123nki@gmail.com	Male
Ranjith.S	8838415371	sakthiranjith1804@gmail.com	Male
SUDAARASAN O	8300989351	sudaarsan081@gmail.com	Male
Raventh kumar.K	8825933657	raeventh710@gmail.com	Male
Mohamad Ibrahim M	7904355047	marvelrahimsha.m9@gmail.com	Male
P. Roshini	9344258238	roshniyadav98920@gmail.com	Female
Hemnath	9159125843	hemnathks99@gmail.com	Male
M.Sangeetha	908053344	sangeetha1700@gmail.com	Female
NIDDESHWAR.GB	09080410180, 9659434113	niddeshraja.0142@gmail.com	Male
Ashokkumar. M	9843584895	ashokkr0405@gmail.com	Male
S.Sandeeprajan	8825913839	Sandeeprajan0216@gmail.com	Male
SANGEETHA.AJ	6381791961, 8940464491	sngetasakth0315@gmail.com	Female
M. Manikandan	6384319008	manikandanece333@gmail.com	Male
Keerthana. S	9677781437	keerthanavasivashankar03@gmail.com	Female

Sathyam group of Companies

12, Chinnai, Anna Salai, Anna Nagar, Chennai, Tamil Nadu, India
75, First Floor, Anna Salai, Anna Nagar, Chennai, Tamil Nadu, India
www.sathyamgroup.com



Offer Letter

Date: 23-4-21

Dear Arthi,

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificate).
- Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be Intimate later by an e-bulletin by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept this employment terms set out in this Offer Letter.

Signed _____
Full Name of Employee :

Dated: _____

1007

Sathyam group of Companies

G. Chinnai, 5th floor, 4th ERT, Durgam,
70 Feet Road, Hyderabad, Andhra Pradesh - 500006
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Abitha M S

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following

- a) Two satisfactory references from the informants you provided.
- b) Evidence of qualifications (original certificate).
- c) Valid, current driving license (if relevant).

On your first day, you should bring all your educational and identity documents. Copies will be taken of these documents for our records. The date of reporting will be within a week by or before 10th July 2021. Remuneration as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter,

Signed:

Full Name of Employee:

Dated:

Sathyam group of Companies

12, Chinnai em, Post: 600 036, Dept.,
70 Feet Road near old nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23-4-21

Dear **Ancy A J**

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificate).
- c) Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be between late by or before June / July 2021. Remains as per our memorandum industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee: _____

Dated: _____

Sathyam group of Companies

B, D, Road, 1st Floor, opp. IFC, Durgam
70 Feet Road, near old hospital, Madhav Nagar,
www.sathyambio.com



Offer Letter

Date: 23/4/21

Dear Anjane devi R.

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Your satisfactory references from the information you provided.
- Evidence of qualifications (original certificate).
- Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be intimate later by us or before June / July 2021. Remain to per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter.

Signed _____
Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Chittoor enclave, 95th BKC Depot,
70 Feet Road, New Ellis, 111102, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Arivulingam.S

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be intitate later by an or before June / July 2021. Remains to see our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sahajan Group of Companies



Other notes

Date: 12/08/21
To: Mr. K. K. K. K.

- 1. The company is a private limited liability company.
- 2. The company is a public limited liability company.
- 3. The company is a partnership firm.
- 4. The company is a sole proprietorship.

The above information is for your reference only. It is not intended to be used as a basis for any investment decision. Please refer to the prospectus for more details.

We are pleased to have you as a shareholder of the Company.

Yours faithfully,
Sahajan Group of Companies

Sahajan Group of Companies

Sahajan Group of Companies

Sathyam group of Companies

G-2, Chokkikulambur, Vellore, TN-620 017, India.
S3 Road, Madurai, TN-625 006, India. Madurai-676216
www.sathyamgroup.com



Offer Letter

Date: 23-4-21

Mr Balaji T

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer.

subject to receiving the following

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be intimated later by email before June / July 2021. Benefits as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee: _____

Dated: _____

493

Sathyam group of Companies

D. Krishna Rao, CEO, HR Deptt.
70 Feet Road, 1st Floor, Madhav Nagar,
www.sathyambio.com



Offer Letter

Date: 23/4/21

Dear *Balaji Y*

We are pleased to confirm that Sathyam Bio would like to formally offer you, the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring of your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be latest date by on or before June / July 2021. Branch c/o our recruitment industry team.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Deptt.

I accept the employment terms set out in this Offer Letter.

Signed:
Full Name of Employee:

Dated:

Sathyam group of Companies

12, Chinnai embilavai 1140, FRIC, Durgam,
70 Feet Road near old market, Madhavaram-330016
www.sathyambio.com



Offer Letter

Date: 03.04.2011

Dear *Chelladurai S*

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving license (if relevant).

On your first day, you should bring all your educational and identity documents. Copies will be taken of these documents for our records. The date of reporting will be intimated later by or before June / July 2011. Please to see our recruitment treasury norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee: _____

Ordred: _____

Sathyam group of Companies

12, Chousey Enclave app PRC Depot,

70 Feet Road new chikmagalur, Madurai-625016

www.sathyamgm.com

SA 1

Offer Letter

Date: 23/4/21

Dear Cousalya.B

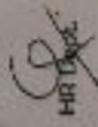
We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer, subjects to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (internal certification).
- Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of the same. The date of reporting will be indicated later by or before June / July 2021. Remains as per our recruitment

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee:

Dated:

Sathyam group of Companies

12, Chinnai, Enclave (opp PPG Depot,
70 Feet Road near old police, Madhavur - 625016
www.sathyambio.com



Offer Letter

Date: 28.4.21

To:

Deepalakshmi C

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualification (original certificate).
- c) Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be intiate later by an or before June / July 2021. Remind us per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

A handwritten signature in black ink, appearing to be 'HRI Dept.', is written over a horizontal line.

I accept the employment terms set out in this Offer Letter.

Signed _____

Full Name of Employee: _____

Dated: _____

Sathyam group of Companies

12, Chinnai emporium, near FRC Depot,
70 Feet Road, near SRI Nagar, Madurai-625005
www.sathyambio.com



Office Letter

Date : 23.4.21

Dear **Deepika.S**

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of **Senior Officer / Field Officer** subject to receiving the following

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificate).
- c) Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be **before 1st day** by on or before **June / July 2021**. Revision or per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

A handwritten signature in black ink, appearing to read 'H R Durga', is written over a horizontal line.

I accept the employment terms set out in this Office Letter.

Signed: _____

Full Name of Employee : _____

Dated: _____

Sathyam group of Companies

12, Chelvanar empothelippi, PCC, Durgam,
70 Feet Road, High class nagar, Madhavaram-600016
www.sathyambio.com



Offer Letter

Date: 23/4/21

To: Dhanisha G

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer,

subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificate).
- c) Valid, current driving license (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be latter later by on or before June / July 2021. Renewal as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely,

H.R. Dept.

I enclose the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee: _____

Dated: _____

Sathyam group of Companies

12, Ghose enclave opp PRC Depot,
70 feet Road new elih nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Dharanya.T

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee: _____

Dated: _____

Sathyam group of Companies

12, Chouse enclave opp PRC Depot,
70 Feet Road new elhi nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Dinesh T

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 feet Road new ellis nagor, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Geetha.K

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12 Ghouse enclave opp PRC Depot,
70 feet Road new elite nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Gokulakannan

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by an or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

If accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12, Choosai Enclave opp PRC Depot,
70 Feet Road near Ellis Nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 28.4.21

Dear Gokulavani.V

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Indernath T.S

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

505

Sathyam group of Companies

12, Ghouse Enclave opp. PRC Depot,
70 Feet Road New Ellis Nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23-4-21

Dear Kalai selvi P

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 Feet Road new ellin nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Kanimozhi.K

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 feet Road new hills nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Kaninozhin M

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualification: (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
20 feet Road new chikkaragor, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Kaviya R

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment Industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

509

Sathyam group of Companies

12 Ghouse enclave opp. PRC Depot,
70 feet Road new ellis nagor, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Kaviya V

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Erhouse enclave opp PRC Depot,
70 feet Road new silk nagar, Madurai-625016
www.sathyamgroup.com



Offer Letter

Date: 23.4.21

Dear Kiruthika B

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12 Ghouse enclave opp PRC Depot,
70 feet Road new elki nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 28.4.21

Dear Lexwanthi B

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear MahalakmiPrabha P.S

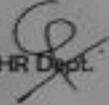
We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghose Enclave opp PRC Depot,
70 Feet Road new idils nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Malini.M

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

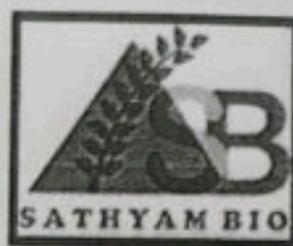
Full Name of Employee :

Dated: _____

519

Sathyam group of Companies

12 Ghouse enclave opp PRC Depot
70 feet Road new hills nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear ManiBharathi. A

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave oppa PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Manoharan G

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12 Ghouse enclave opp PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Nancy.B

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12 Ghouse enclave opp PRC Depot
70 feet Road new ellinagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Narmadha R

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse Enclave opp PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23 4 21

Dear Nirmala D

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

519

Sathyam group of Companies

12, Ghose enclave opp PRC Depot,
70 feet Road new ellis nagor, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Nirruala Devi.S

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment Industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Chouse Enclave opp PRC, Depot,
70 Feet Road new-ells nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Nishanthi A

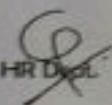
We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp. PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23. 4. 21

Dear Prabhavathi S

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment Industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12, Girouse enclave opp PRC Depot,
70 feet Road new elih nagor, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Priyadharsini. A

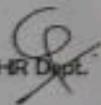
We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12 Ghouse enclave opp PRC Depot,
70 feet Road new idis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23/4/21

Dear Pugalarathi B

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12, Gizaase enkkawa opp. PRC Depot,
70 Feet Road new ekki nagar, Madurai- 625016
www.sathyambio.com



Offer Letter

Date: 23 4.21

Dear Rajesh-s

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificate).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 Feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Ranjith kumar. R

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment Industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse em/kive opp PRC Depot,
70 Feet Road new silk Nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Sasindhar.M

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghose enclave opp PRC Depot,
70 feet Road new elin nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Shikani S.M

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 feet Road new elik nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear SibiSaran.S

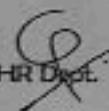
We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23-4-21

Dear Sheka. K

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12, Ghouse enclosure opp PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23/4/21

Dear *Soamiya. D*

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by an or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:



Sathyam group of Companies

12, Ghosha enclosure app PRC Depot,
70 feet Road new ellk nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Sri Pandhivyan

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12 Ghouse enclave opp PRC Depot,
70 Feet Road new elia nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 28/4/21

Dear Sri Vignesh M.L

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment Industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept

I accept the employment terms set out in this Offer Letter.

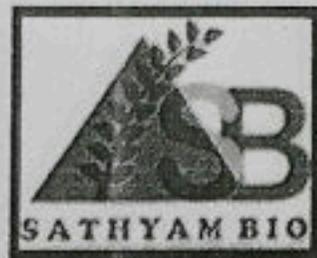
Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Chouse enclave opp PRC Depot,
70 feet Road new hills nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Swetha. C

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed:

Full Name of Employee :

Dated:

Sathyam group of Companies

12 Ghouse enclave opp PRC Depot,
70 feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear Tamil Priyan G

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- Two satisfactory references from the information you provided.
- Evidence of qualifications (original certificates).
- Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment Industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghose Enclave opp PRC Depot,
70 Feet Road New Ellis Nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23.4.21

Dear *Tamilarasias*

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghose enclave opp PRC Depot,
70 feet Road new elik nagor, Madurai-625016
www.sathyambio.com



Offer Letter

Date : 23.4.21

Dear *Tharani M*

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment Industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely


HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 feet Road new elik nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23-4-21

Dear Vinothini

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remains as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____



Sathyam group of Companies

12, Ghouse enclave opp PRC Depot,
70 Feet Road new ellis nagar, Madurai-625016
www.sathyambio.com



Offer Letter

Date: 23. 4. 21

Dear Yogeshwaran T

We are pleased to confirm that Sathyam Bio would like to formally offer you the position of Sales Officer / Field Officer, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Evidence of qualifications (original certificates).
- c) Valid, current driving licence (if relevant).

On your first day, you should bring all your education and identity documents. Copies will be taken of these documents for our records. The date of reporting will be initiate later by on or before June / July 2021. Remain as per our recruitment industry norms.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely

HR Dept.

I accept the employment terms set out in this Offer Letter.

Signed: _____

Full Name of Employee :

Dated: _____

Date: 10.3.21

Offer Letter

Dear Aarthi S

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

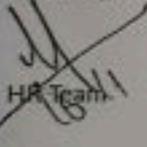
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team



Date: 10.3.21

Offer Letter

Dear Abinaya s

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

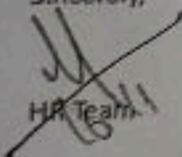
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team



172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

Date: 10-3-21

Offer Letter

Dear Arthi's

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

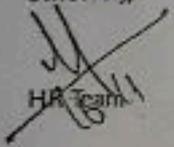
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nill Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team



Date: 10.3.21

Offer Letter

Dear Divya S

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

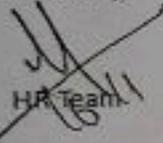
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team



172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

Date: 10-3-21

Offer Letter

Dear Divya.T

I am pleased to inform you that you have been appointed for the role of GAT.

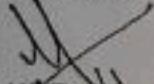
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team





172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

Date: 10.3.21

Offer Letter

Dear Divyadharsini L

I am pleased to inform you that you have been appointed for the role of GAT.

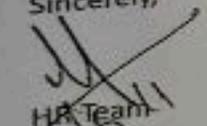
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nill Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team



172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

Date: 10-3-21

Offer Letter

Dear Gokila.V

I am pleased to inform you that you have been appointed for the role of GAT.

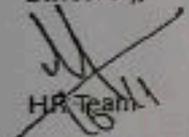
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team



172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

Date: 10-3-21

Offer Letter

Dear Hermalatha R.S

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

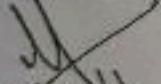
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team

Date: 10.3.21

Offer Letter

Dear Jayashree.K

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

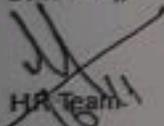
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team



172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

Date: 10-3-21

Offer Letter

Dear Jayashree. D

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

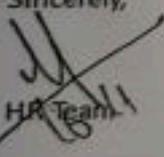
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team

Date: 10-3-21

Offer Letter

Dear Kalpana T

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

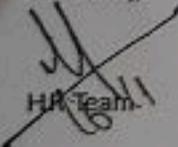
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team

Date: 10.3.21

Offer Letter

Dear Kokilavani. R

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

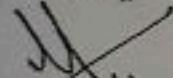
Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

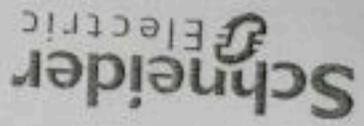
Congratulations and welcome to part of us.

Sincerely,


HR Team

551

177, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056



Offer Letter

Date: 10.3.21

Dear Monica - B

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually

with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,
~~HR Team~~

Date: 10.3.21

Offer Letter

Dear Monica F.P

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,

~~HR Team~~

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nill Arrears during time of joining. Remain as per our industry recruitment terms.

with this letter.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear Monisha R

Offer Letter

Date: 10.3.21

Schneider
Electric

177, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

554

Offer Letter

Dear *Nisha.N*

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,

[Signature]
HR Team

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

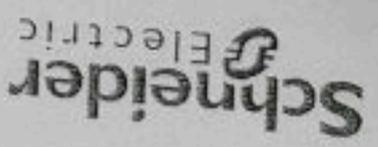
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear Nivedha. R

Offer Letter

Date: 10.3.21



Date: 10.3.21

Offer Letter

Dear Pavithra lakshmi - G

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,

~~HR Team~~

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

During time of joining, provisional certificate and other educational certificates are mandatory.

with this letter.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear Prathiksha V R

Offer Letter

Date: 10.2.21

Date: 10.3.21

Offer Letter

Dear Saranya A

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,

~~HR Team~~

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

During time of joining, provisional certificate and other educational certificates are mandatory.

With this letter,

Your employment is subject to the terms and conditions detailed in the contract document supplied individually.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear Sathya.s

Offer Letter

Date: 10.3.21

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nil!l Arrears during time of joining. Remain as per our industry recruitment terms.

With this letter

Your employment is subject to the terms and conditions detailed in the contract document supplied individually

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear Shalin's

Offer Letter

Date: 10.2.21

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.
During time of joining, provisional certificate and other educational certificates are mandatory.

With this letter.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually

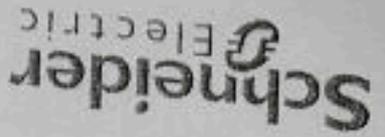
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear Soumithraya, M.R

Offer Letter

Date: 10.3.21



Date: 10-3-21

Offer Letter

Dear Sri Harithra T

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually

with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,

~~HR Team~~

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

With this letter,

Your employment is subject to the terms and conditions detailed in the contract document supplied individually

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear

Tharun N

Offer Letter

Date: 10.3.21

Schneider
Electric

172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

with this letter.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

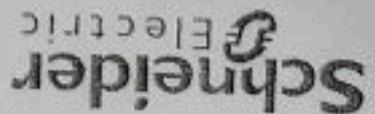
I am pleased to inform you that you have been appointed for the role of GAT.

Dear Vinothini S

Offer Letter

Date: 10.3.21

172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056



Date: 10-3-21

Offer Letter

Dear Anusha.S

I am pleased to inform you that you have been appointed for the role of GAT.

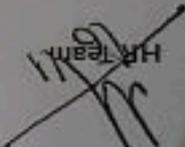
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually

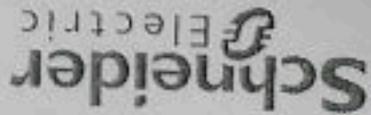
with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,

HR Team

172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056



Date: 10.3.21

Offer Letter

Dear Deepa Lakshmi N

I am pleased to inform you that you have been appointed for the role of GAT.

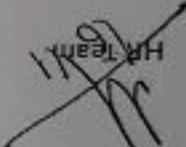
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually

with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,

HR Team

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

With this letter,

Your employment is subject to the terms and conditions detailed in the contract document supplied individually.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear Dyana Mary D

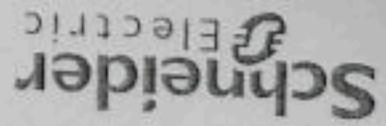
Offer Letter

Date: 10.3.21

Schneider
Electric

172, Poornallee Bypass Rd, Poornallee,
Chennai, Tamil Nadu 600056

172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056



Date: 10.3.21

Offer Letter

Dear Nisha K

I am pleased to inform you that you have been appointed for the role of GAT.

This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,

HR Team

~~HR Team~~
Sincerely,

Congratulations and welcome to part of us.

During time of joining, provisional certificate and other educational certificates are mandatory. Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

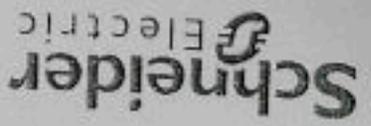
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

I am pleased to inform you that you have been appointed for the role of GAT.

Dear Oviya Sris

Offer Letter

Date: 10.3.21





172, Poonamallee Bypass Rd, Poonamallee,
Chennai, Tamil Nadu 600056

Date: 10.3.21

Offer Letter

Dear Yuvetha S

I am pleased to inform you that you have been appointed for the role of GAT.

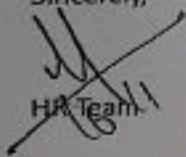
This is a letter confirming your employment with Schneider Electric, starting in the month of June - 2021.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

During time of joining, provisional certificate and other educational certificates are mandatory.
Ensure Nil Arrears during time of joining. Remain as per our industry recruitment terms.

Congratulations and welcome to part of us.

Sincerely,


HR Team

Arokiajeniffer J. <arokiajeniffer.j@sodecia.com>

Tue 3/23/2021 6:20 PM

To: Ravindrakrishna PT Officer <ravindrakrishna@psvval.edu.in>

Cc: Kumar M <kumar.m@sodecia.com>; Gokul Ramamurthy <gokul.ramamurthy@sodecia.com>

Dear Mr Ravindra,

Greetings for the day,

CONGRATULATIONS!

Sub: Shortlisted List for the Post of GET Role

With reference of campus interview held on 19.03.2021, we are pleased to release short-listing offer to the following students.

S.No.	University Register No.	Name of the students	College	Department
1	17105008	ARUNKUMAR M	PEC	ECE
2	17105009	ARVINTH A	PEC	ECE
3	17105014	CLEMENT INBARAJ S	PEC	ECE
4	17105036	JANANI ARAVIND G	PEC	ECE
5	17105068	NAVEEN KUMAR S	PEC	ECE
6	17105080	PRABHAKARAN S	PEC	ECE
7	17105090	RAJESH R	PEC	ECE
8	17105106	SATHYAMOORTHY M	PEC	ECE
9	17105132	VASANTH R	PEC	ECE
10	17106003	AJAYKUMAR S	PEC	EEE
11	17106008	ARIVAZHAGAN M	PEC	EEE
12	17106040	MAHENDIRAN A	PEC	EEE
13	17106058	PRAVIN M	PEC	EEE
14	622017106003	AJAY KUMAR D	PCE	ECE
15	622017106006	ANISH R	PCE	ECE
16	622017106024	KARTHIKEYAN K	PCE	ECE
17	622017106038	MOURIYAN M R	PCE	ECE
18	622017106042	PARAMESHWARAN D	PCE	ECE
19	622017106061	SHRI ATHITHAN J S	PCE	ECE
20	622017105001	AAKASH K	PCE	EEE
21	622017105002	ARUNPANDIAN P	PCE	EEE
22	622017105008	GIRIVENKATESH L	PCE	EEE
23	622017105014	JAMES R	PCE	EEE
24	622017105019	KAVIYARASHU V	PCE	EEE
25	622017105021	KESAVAN S	PCE	EEE
26	622017105024	KUMARAGANESAN N	PCE	EEE
27	622017105029	NARENDRAN P	PCE	EEE
28	622017105033	PUGALENDHI M	PCE	EEE
29	622017105039	RAMKEE G	PCE	EEE
30	622017105052	TAMIZHVANAN G	PCE	EEE
31	622017105302	DINESHKUMAR R	PCE	EEE
32	622017105303	GUGAN S	PCE	EEE
33	622017105304	JEEVANANTHAM A	PCE	EEE

Mail - Ravindrakrishna PT Officer - Outlook

34	622017105305	NISHANTH P	PCE	EEE
35	622217105009	DHINESH S	PCT	EEE
36	622217105016	KALAIIGNAN A	PCT	EEE

Position	Graduate Engineer Trainee
Company Location	Sodecia India Private Limited, Tapalmedu, Pukkathurai, Madhuranthagam taluk, Kanchipuram District – 603308, Tamilnadu
Monthly CTC	Rs. 15,500 PM
Reporting Date	June, 2021 (After Completion of Final Exams)

Reporting Person : Mr.Kumar Executive HR
Reporting Time : 8.30 AM

Other Terms:

You are requested to return the duplicate copy of the letter of intent signed by you in token of your acceptance or Email back to us using your personal email address to our official id tendering your consent.

The reporting date would be in the month of June 2021. during the time of reporting candidates must not hold any standing arrears.

During the time of reporting candidates should be present by Professional.

In case fails to report in the month of June '2021, this offer goes to invalid. Remain as per our industry recruitment norms.

Documents should carry while reporting

1. Updated Resume
2. Bank Passbook
3. Aadhar / Pan Card
4. Passport Size Photocopy – 3
5. Address & ID Proof
6. Marksheets and other Educational documents.
7. Covid'20 (RTPCR Test)

We wish the shortlisted candidates for their successful endeavours in the Sodecia India Pvt Ltd

Thank you.

SODECIA
ADDING VALUE TO YOU

Aroklajeniffer
Human Resource & Safety Manager
aroklajeniffer@sodecia.com
Phone: +91 44 25468010
www.sodecia.com

Sodecia India Pvt Ltd - Tapalmedu, Pukkathurai - 603308 - chengalpattu dist-ct - Tamilnadu - India

This message is confidential. It may also be privileged or otherwise protected by work product immunity or other legal rights. If you have received it in mistake, please let us know by e-mail reply and delete it from your system, you may not copy this message or disclose its content to anyone. Please send us by the way message containing details of all forwarding e-mails are not intended to be responsive. The integrity and security of this message cannot be guaranteed or the internet.

Those students being offered the position of **Trainee** in Spinks Softech Private Limited.
Selected students were requested to join us, post examination **at our Kancheepuram Plant**.
We would inform you about the date of joining at the time of reporting.

"Nothing is Impossible, The Word It Self Says 'I'm Possible'"

Thanks & Regards,

Karthick M | Jr. Executive -HR & Admin

Email:- hrenchennai1@spinksworld.com

Spinks Softech Pvt Ltd,
No 160 & 96, SIDCO Industrial Estate,
Thirumazhisai, Chennai,
Tamil Nadu - 600 124
Phone - +91-44 -26811007
Telefax - +91-44-26811077
Website - www.spinksworld.com, www.spinksoftech.com

Global Partners: SPINKS WORLD, ASHWANI MEHTA AND VINEET JAIN - Managing Directors

**Largest Decoration Company in India, Pad Printing Machines | Glass Printing Inks | Spray Coating |
Automotive Supplier of Backlit, Spray Paint and Printing Solutions | U.V. Screen Printing | Rotary Screen
Printing | Shoe Industry Inks | Ceramic Mugs | Corporate Gifts | Digital Printing | Web Designing**

12.03.2021

LETTER OF INTEND

Dear MR. R. KARUNAMOORTHY

Ref.No: 17105046

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruppur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

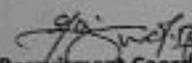
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


Recruitment Coordinator
Human Resources Department



Regd. Office :
Suspa Pneumatics India Private Limited,
Guduvancheri - Tiruppur Road,
Pandur Village No.16,
Kanniakkam P.O.,
Guduvancheri - 603 202.
CIN : U30007TN1991PTC229487

Telephone : +91(44) 7141 7006
+91(44) 7141 7010

info@in.suspa.com
www.suspa.com

Chairman of Board
Oliver Friedrich Gold

Managing Director
Rainer Stawetzki



SUSPA Pneumatics India Private Limited, Guduvancheri - Tiruppur Road, Pandur Village No.16, Kannivakkam P.O. Guduvancheri - 603202.

12.03.2021

LETTER OF INTEND

Dear MR. MOHAMMED ARKAN . R Ref.No: 1710S058

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruppur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

- 1. School TC and Mark sheet
- 2. Technical Education Mark sheet and TC
- 3. Permanent Address Proof
- 4. ID proof (Aadhar)
- 5. Latest passport size color photograph (4 Nos. Original)
- 6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.

[Signature]
 Recruitment Coordinator
 Human Resources - Department



Regd. Office :
 Suspa Pneumatics India Private Limited
 Guduvancheri - Tiruppur Road,
 Pandur Village No.16,
 Kannivakkam P.O.
 Guduvancheri - 603 202.
 CIN : U50007TN1991PTC020487

Telephone : +91(44) 7141 7008
 +91(44) 7141 7010

info@in.suspa.com
 www.suspa.com

Chairman of Board
 Oliver Friedrich Gold

Managing Director
 Rainer Stawelddi



SUSPA Pneumatics India Private Limited, Guduvancheri - Tiruppur Road, Pandur Village No.16, Kannivakkam P.O. Guduvancheri - 603 202.

12.03.2021

LETTER OF INTEND

Dear Ms. ONIYA K.S

Ref.No: 36

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruppur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

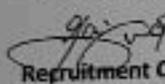
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

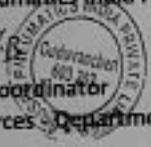
- 1. School TC and Mark sheet
- 2. Technical Education Mark sheet and TC
- 3. Permanent Address Proof
- 4. ID proof (Aadhar)
- 5. Latest passport size color photograph (4 Nos. Original)
- 6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


 Recruitment Coordinator
 Human Resources Department



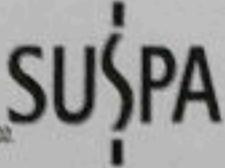
Regd. Office :
 Suspa Pneumatics India Private Limited
 Guduvancheri - Tiruppur Road,
 Pandur Village No. 16,
 Kannivakkam P.O.
 Guduvancheri - 603 202.
 CIN : U33007TN1991PTC0220487

Telephone : +91(44) 7141 7006
 +91(44) 7141 7010

info@in.suspa.com
 www.suspa.com

Chairman of Board
 Oliver Friedrich Gold

Managing Director
 Rainer Slawatzki



SUSPA Pneumatics India Private Limited, Guduvancheri - Tiruppur Road, Pandur Village No.16, Kanniakkam P.O, Guduvancheri - 603 202.

12.03.2021

LETTER OF INTEND

Dear MS PAVITHRALAKSHMI. G Ref.No: 17105076

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruppur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

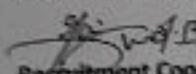
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

- 1. School TC and Mark sheet
- 2. Technical Education Mark sheet and TC
- 3. Permanent Address Proof
- 4. ID proof (Aadhar)
- 5. Latest passport size color photograph (4 Nos. Original)
- 6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


 Recruitment Coordinator
 Human Resources Department



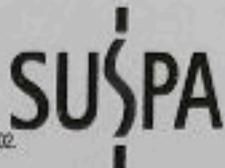
Regd. Office :
 Suspa Pneumatics India Private Limited,
 Guduvancheri - Tiruppur Road,
 Pandur Village No.16,
 Kanniakkam P.O,
 Guduvancheri - 603 202.
 CIN : U30007TN1991PTC020487

Telephone : +91(44) 7141 7006
 +91(44) 7141 7010

info@suspa.com
 www.suspa.com

Chairman of Board
 Oliver Friedrich Gold

Managing Director
 Rainer Stowetzki



SUSPA Pneumatics India Private Limited, Guduvancheri - Tinporur Road, Pandur Village No.16, Kannivakkam P.O, Guduvancheri - 603 202.

12.03.2021

LETTER OF INTEND

Dear **MS. V.R. PRATHIKSKA**

Ref.No: **17105082**

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruporur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

- 1. School TC and Mark sheet
- 2. Technical Education Mark sheet and TC
- 3. Permanent Address Proof
- 4. ID proof (Aadhar)
- 5. Latest passport size color photograph (4 Nos. Original)
- 6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.

[Signature]
Recruitment Coordinator
Human Resources Department

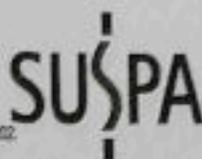
Regd. Office :
 Suspa Pneumatics India Private Limited,
 Guduvancheri - Tinporur Road,
 Pandur Village No.16,
 Kannivakkam P.O,
 Guduvancheri - 603 202.
 CIN : U30007TN1991PTC020487

Telephone : +91(44) 7141 7006
 +91(44) 7141 7010

Info@suspa.com
 www.suspa.com

Chairman of Board
 Oliver Friedrich Gold

Managing Director
 Rainer Slawetzki



12.03.2021

LETTER OF INTEND

Dear MR. THARANI

Ref.No: 17105129

At the outset we would like to thank you for attending interview with us in the Paaval Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruppur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.

Recruitment Coordinator
Human Resources Department



Regd. Office :
Suspa Pneumatics India Private Limited
Guduvancheri - Tiruppur Road,
Pandur Village No.16,
Kanniakkam P.O.,
Guduvancheri - 603 202.
CIN : U30007TN1991PTC026487

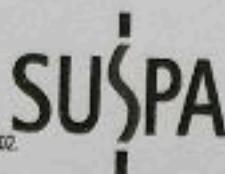
Telephone : +91(44) 7141 7006
+91(44) 7141 7010

info@in.suspa.com
www.suspa.com

Chairman of Board
Oliver Friedrich Gold

Managing Director
Rainer Siewelzki

A Part of the SUSPA Group



SUSPA Pneumatics India Private Limited, Guduvancheri - Thirupur Road, Pandur Village No.16, Kannivakkam P.O. Guduvancheri - 603 202.

12.03.2021

LETTER OF INTEND

Dear MR. K. AAKASH

Ref.No: 1710600

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thirupurur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

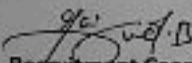
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


Recruitment Coordinator
Human Resources - Department



Regd. Office :
Suspa Pneumatics India Private Limited,
Guduvancheri - Thirupur Road,
Pandur Village No.16,
Kannivakkam P.O.
Guduvancheri - 603 202.
CIN : U30007TN1991PTC020467

Telephone : +91(44) 7141 7006
+91(44) 7141 7010

info@suspa.com
www.suspa.com

Chairman of Board
Oliver Friedrich Gold

Managing Director
Rainer Slowatzki

12.03.2021

LETTER OF INTEND

Dear **MR. M. ARIVAZHAGAN**

Ref.No: 17106008

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruppur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

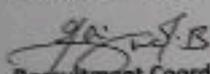
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


Recruitment Coordinator
Human Resources - Department



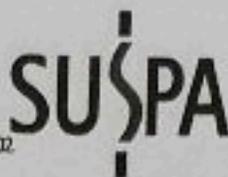
Regd. Office :
Suspa Pneumatics India Private Limited,
Guduvancheri - Tiruppur Road,
Pandur Village No.16,
Kannivakkam P.O.
Guduvancheri - 603 202.
CIN : U32007TN1991PTC020437

Telephone : +91(44) 7141 7006
+91(44) 7141 7010

info@in.suspa.com
www.suspa.com

Chairman of Board
Oliver Friedrich Gold

Managing Director
Rainer Slawetzki



SUSPA Pneumatics India Private Limited, Guduvancheri - Tirupur Road, Pandur Village No.16, Kannivakkam P.O, Guduvancheri - 603 202

12.03.2021

LETTER OF INTEND

Dear MR. ARUNRAJ R.

Ref.No: 17106011

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thirupur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

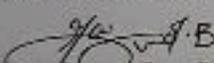
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


Recruitment Coordinator
 Human Resources - Department



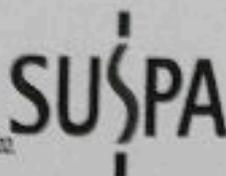
Regd. Office :
 Suspa Pneumatics India Private Limited,
 Guduvancheri - Tirupur Road,
 Pandur Village No.16,
 Kannivakkam P.O,
 Guduvancheri - 603 202.
 CIN : U30007TN1991PTC020467

Telephone : +91(44) 7141 7006
 +91(44) 7141 7010

info@in.suspa.com
 www.suspa.com

Chairman of Board
 Oliver Friedrich Gold

Managing Director
 Rainer Slawetzki



12.03.2021

LETTER OF INTEND

Dear MR. DIWEEPAN

Ref.No: 1710608

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thirupporur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

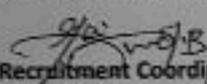
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


Recruitment Coordinator
Human Resources - Department



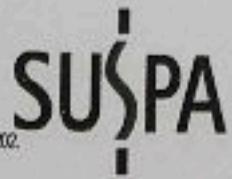
Regd. Office :
Suspa Pneumatics India Private Limited
Guduvancheri - Tiruppor Road,
Pandur Village No.16,
Kanniakkam P.O.
Guduvancheri - 603 202.
CIN : U30007TN1951PTC020487

Telephone : +91(44) 7141 7006
+91(44) 7141 7010

info@in.suspa.com
www.suspa.com

Chairman of Board
Oliver Friedrich Gold

Managing Director
Rainer Stawetzki



SUSPA Pneumatics India Private Limited, Guduvancheri - Tiruporur Road, Pandur Village No.16, Kannivakkam P.O. Guduvancheri - 603 202.

12.03.2021

LETTER OF INTEND

Dear MR. K. KARTHIC

Ref.No: 1706030

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruporur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

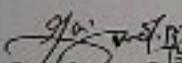
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

- 1. School TC and Mark sheet
- 2. Technical Education Mark sheet and TC
- 3. Permanent Address Proof
- 4. ID proof (Aadhar)
- 5. Latest passport size color photograph (4 Nos. Original)
- 6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


 Recruitment Coordinator
 Human Resources Department



Regd. Office :
 Suspa Pneumatics India Private Limited,
 Guduvancheri - Tiruporur Road,
 Pandur Village No.16,
 Kannivakkam P.O.
 Guduvancheri - 603 202.
 CIN : U30007TN1991PTC020487

Telephone : +91(44) 7141 7006
 +91(44) 7141 7010

info@in.suspa.com
 www.suspa.com

Chairman of Board
 Oliver Friedrich Goid

Managing Director
 Rainer Slawetzki

12.03.2021

LETTER OF INTEND

Dear ME. A. SURESH

Ref.No: 17106076

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.15, Pandur Village, Guduvancheri - Thiruporur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

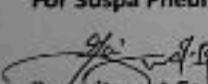
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


Recruitment Coordinator
Human Resources Department



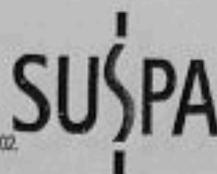
Regd. Office :
Suspa Pneumatics India Private Limited,
Guduvancheri - Tinporur Road,
Pandur Village No.15,
Kannivakkam P.O.
Guduvancheri - 603 202.
CIN : U30007TN1991PTC020467

Telephone : +91(44) 7141 7006
+91(44) 7141 7010

info@in.suspa.com
www.suspa.com

Chairman of Board
Oliver Friedrich Gold

Managing Director
Rainer Slawetki



12.03.2021

LETTER OF INTEND

Dear *Surya.s*

Ref.No: 622017106014

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thirupour Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.

[Signature]
Recruitment Coordinator
Human Resources Department



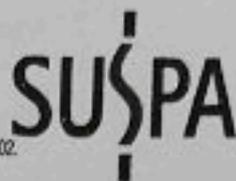
Regd. Office :
Suspa Pneumatics India Private Limited,
Guduvancheri - Tinupour Road,
Pandur Village No.16,
Kanniwalkan P.O.
Guduvancheri - 603 202.
CIN: U50007TN1991PTCO0467

Telephone : +91(44) 7141 7006
+91(44) 7141 7010

info@suspa.com
www.suspa.com

Chairman of Board
Oliver Friedrich Gold

Managing Director
Rainer Slawetzki



SUSPA Pneumatics India Private Limited, Guduvancheri - Tiruppur Road, Pandur Village No.16, Kaniyakkam P.O. Guduvancheri - 603 202.

12.03.2021

LETTER OF INTEND

Dear **MS. SANDHUJA.D**

Ref.No: 17107106

At the outset we would like to thank you for attending interview with us in the Paavai Institutions - Namakkal on date 12.03.2021.

Considering your performance in the preliminary interview, we intend to offer you a position of Apprentice Trainee in our organization SUSPA PNEUMATICS INDIA PRIVATE LIMITED which is situated in the address No.16, Pandur Village, Guduvancheri - Thiruppur Road, Chennai - Kanchipuram Dist. 603202, Phone: 044 7141 7010.

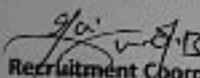
You are asked to visit us in our Plant address with the following documents during or before JUNE 2021.

1. School TC and Mark sheet
2. Technical Education Mark sheet and TC
3. Permanent Address Proof
4. ID proof (Aadhar)
5. Latest passport size color photograph (4 Nos. Original)
6. And Original certificates (to verify and return)

Please Note that the number of vacancies are limited, we have only 20 seats to fill-up for the year 2021 which will be done on first come first serve basis. This LOI is valid for 3 months only.

Wishing you all the best

For Suspa Pneumatics India Pvt Ltd.


 Recruitment Coordinator
 Human Resources - Department



Regd. Office :
 Suspa Pneumatics India Private Limited,
 Guduvancheri - Tiruppur Road,
 Pandur Village No.16,
 Kaniyakkam P.O.
 Guduvancheri - 603 202.
 CIN : U30007TN1991PTC020487

Telephone : +91(44) 7141 7006
 +91(44) 7141 7010

info@in.suspa.com
 www.suspa.com

Chairman of Board
 Oliver Friedrich Gold

Managing Director
 Rainer Stawetzki

A Part of the SUSPA Group

Congratulation !!! Nittany & Synthesis Group of company**hr@nittanycreative.com <hr@nittanycreative.com>**

Fri 4/9/2021 12:23 PM

To: Ravindrakrishna PT Officer <ravindrakrishna@paavai.edu.in>

Dear Principal

We are glad to release the offer letter to the shortlisted students for "Trainee - Networking".

Reference to the On Campus interview held on 07.04.2021 (Wednesday) at Paavai College, Namakkal.

The shortlisted students were asked to report post examination on or before June 2021 at our Chennai premises.

We would notify about the date of joining while at the time of reporting.

FIND OUT THE ATTACHMENT OF SHORTLISTED STUDENTS

NOTE: At the time of joining, the shortlisted candidates should not have any backlogs and remaining as per our industry recruitment norms.

Documents should carry while Reporting

1. Updated Resume
2. Bank Passbook
3. Updated Aadhar / Pan Card
4. Passport Size Photocopy - 3
5. Address & ID Proof
6. Semester Marksheet and other Educational Certificates.

Thanks & Regards,

Sathish Kumar U | HR Executive | Extn- 734**NiMany Creative Services LLP | Synthesis Healthcare Services LLP**#141, Prakash Towers, 2nd Floor, OMR IT Highway, Near JGP Bus stop, Chennai - 600041Landline: 044- 24545523/24 | Mobile : 9176332863**NITTANY****Synthesis
Healthcare****DISCLAIMER:**

If you are not the intended recipient or have received this message in error, please notify the sender by return email at your earliest convenience and delete this email, do not use, peruse, disseminate, distribute or copy this message or any file attached to this message. Any such unauthorized use, is prohibited and may be unlawful

Nittany group of Company
Selected students details 07.04.2021

S.No.	University Register No.	Name of the students	College	Department	Email ID	Contact Number
1	17104008	AMZAD KHAN A	PEC	CSE	amzadkhankartick@gmail.com	7978864724
2	17104021	DINAKAR P	PEC	CSE	din123nkl@gmail.com	9443284741
3	17104026	HARDIK N GOR	PEC	CSE	hardikgor@gmail.com	7639967022
4	17104047	MUTHAZHAGAN C	PEC	CSE	muthazhagan187@gmail.com	9597444726
5	17104053	PAPIETHA S	PEC	CSE	papitha002@gmail.com	7010083944
6	17104055	PRADESH S	PEC	CSE	prades0912@gmail.com	8098318659
7	17104056	PRAKASHRAJ P	PEC	CSE	prakashprakash1080@gmail.com	9080332667
8	17104060	RAGAVI P	PEC	CSE	ragavipulidevan@gmail.com	7358890217
9	17104063	RAMKUMAR R	PEC	CSE	ramkumaratspuram2017@gmail.com	8489473020
10	17104064	RANJITH S	PEC	CSE	dhonjranjith.s05@gmail.com	8838415371
11	17104072	SARIKA S	PEC	CSE	sarikasakh004@gmail.com	6369363539
12	17104076	SHEYAMLADEVIE	PEC	CSE	sarnhad849@gmail.com	8072125355
13	17104082	SOUNDAR RAJ R	PEC	CSE	soundarraraj@gmail.com	6369555751
14	17104084	SOWMIYA M	PEC	CSE	gowmiya140400@gmail.com	6379825526
15	17104087	SUGANTHI G	PEC	CSE	Suganthipeorvikarai@gmail.com	6380054079
16	17104096	VIKNESWARI M	PEC	CSE	vikneswari.munusamy@gmail.com	7868806521
17	17104302	NARENDERAN V	PEC	CSE	fockjacksonmsai@gmail.com	7550365679
18	17202002	AJITH KUMAR A	PEC	IT	ajith18anbu@gmail.com	7558122866
19	17202007	ARTHI M	PEC	IT	arthi13anuthu@gmail.com	8610956307
20	17202008	ARTHI P	PEC	IT	arthipeermai2411@gmail.com	8778814292
21	17202016	DEVYIKRISHNA B	PEC	IT	devikrtshabuj@gmail.com	6382062398
22	17202018	DINESH S	PEC	IT	dineshivaithes@gmail.com	7397128623
23	17202051	SINDHU S	PEC	IT	sindhujaseshthikumar2017@gmail.com	8778764550
24	17202057	SUSIN P	PEC	IT	susinasus45590@gmail.com	7892748634
25	622017104004	ABINAYYA M	PEC	CSE	abinayamurugavel105@gmail.com	9585456182
26	622017104019	DHIVYA P	PEC	CSE	dhivyapecty-samy1199@gmail.com	9344749738
27	622017104037	JEEVANANTHAM K	PEC	CSE	jeevanantham6420@gmail.com	8675133374
28	622017104041	KANISH S	PEC	CSE	kanishsugade@gmail.com	9080578248

29	622017104047	KIRUBAGARAN S	PCE	CSE	kiruba2409@gmail.com	8778476875
30	622017104051	MAMTHRA M	PCE	CSE	manthrapavi@gmail.com	9566502539
31	622017104063	PRAVEEN C	PCE	CSE	justinpraveen14@gmail.com	6382412088
32	622017104075	RESHMA A	PCE	CSE	reshma766@gmail.com	8680858969
33	622017104076	ROOTH B	PCE	CSE	roothboopathy130@gmail.com	8608691130
34	622017104081	SARATHKUMAR A	PCE	CSE	asarathkumara2000@gmail.com	9787018854
35	622017104094	SWETHA K	PCE	CSE	swethakurty232@gmail.com	9080293141
36	622017104096	UMAMAHESHWARI C	PCE	CSE	umamasi368@gmail.com	9952711381
37	622217104035	PRAVEEN JEEVA C	PCT	CSE	epjofficial@my.com	9715587522
38	622217104048	SIVARANJINI R	PCT	CSE	sivaranjiniimathusamy3100@gmail.com	9025156566
39	622217104029	NIVETHA K	PCT	CSE	nivethakumarasamy6363@gmail.com	6363839210
40	622217104009	DHIVYABHARATHIR	PCT	CSE	dhivyaravi0616@gmail.com	7339147206
41	622217104043	SARANYA M	PCT	CSE	msaranya33@outlook.com	9344349249



663

Offer: Computer Consultancy
Ref: TCSL/DT20206782366/Bangalore
Date: 16/08/2021

Ms. Keerthana S
3/390 Sathiya Moorthy Nagar,
Near Government Higher Secondary School,
Namakkal-637017,
Tamilnadu.
Tel# 91-7373581364

Dear Keerthana S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20206782366

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus. Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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

TCS Confidential
TCSL/DT20206782366

TATA CONSULTANCY SERVICES

VYDESH RC-1 BLOCK, 82, EPR Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0214 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

TCS Confidential
TCSL/JD/20206782366

TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, #2, EPIC, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0314 Website: www.tcs.com
Registered Office: Nilmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career ServiceLine: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

TCS Confidential
TCSL/DT20206782366

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3113 Email: careers@tcs.com



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

TCS Confidential
TCSLDT20206782366

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK-82, EPIC Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1 800 209 3113 Email: careers@tcs.com



written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your

TCS Confidential
TCSL/DT20206782366

TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 2000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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

TCS Confidential
TCSL/DT20206782368

TATA CONSULTANCY SERVICES

VYPENI, 8C-1 BLOCK, B2, EPYP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 2000 Fax: 91 80 2941 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

TCS Confidential
TCSL/DT20206782366

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



- *Passport
- *NSR E-Card

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

TCS Confidential
TCSL/DT20206782366

TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7900 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800-209-3111 Email: careers@tcs.com



24. Data Privacy Clause:

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

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

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

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

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

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

TCS Confidential
TCS/DT20206782366

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

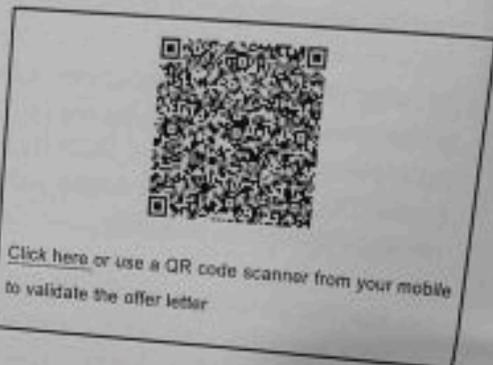
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

TCS Confidential
TEL/DT20206782366

TATA CONSULTANCY SERVICES

VYZEHI, RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Keerthana S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,764	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
	200	2,400
3) City Allowance		
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,416	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.
 * Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.
 **The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.
 *** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,764
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

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

TCS Confidential
TCSL/DT20206782366

TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

TCS Confidential
TCSL/DT20206782366

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6224 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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

TCS Confidential
TCSL/DT20206782366

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



- (ii) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (iii) The obligations of Associate in terms of the Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



665

Offer: Computer Consultancy
Ref: TCSL/DT20206475953/Chennai
Date: 10/01/2021

Ms. Durga
59/28,ii Agraharam,,
Opposite To Mohanraj Children'S Hospital,
Salem-636001,
Tamil Nadu.
Tel# -

Dear Durga,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20206475953

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

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

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

TCS Chennai Contact No: 98451 20211 Email: recruitment@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20206573020/Chennai
Date: 10/01/2021

Mr. Shanthe Kumar V
97/28Thally Road,
Andhivadi,
Hosur-635110,
Tamilnadu.
Tel# -

Dear Shanthe Kumar V.

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20206573020

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Santhakumar

47/23-24, Sector 16, Gurgaon, Haryana 122002, India. Contact: 9811287262
101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

TCS Confidential

TCSL/DT20208573020

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Shantha Kumar



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

TCS Confidential
TCSL/DT20206573020

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Shanthe Bimal

100/101, 24, Arundhan Nagar, Srirangapatna, Old Madhavaraipuram, Chennai 600 109, Tamil Nadu, India
Tel: 91-44-6616 2222 / Fax: 91-44-6616 2111 / Website: www.tcs.com
Registered Office: TCS Global Building, 9th Floor, Naraina Pocket, New Delhi, India 110 028
TCS Career Services: 1400 200 3333 / Email: careers@tcs.com



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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



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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

TCS Confidential
TCSL/DT20200573020

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

11521, 24, Bannerjee Road, Kolkata-700016, Old Mahabudh Road, 1, Tower C-02, 118, Sector-1, Vasant Vihar, New Delhi-110057
Tel: 91 44 6670 2222 Fax: 91 44 5611 2525 Email: hr@tcs.com
Registered Office: TCS Building, 10th Floor, Naraina Point, Mumbai-400013
11, 3rd Cross, 4th Stage, 1000 200 1111 Email: hr@tcs.com

7
Shantika Kumar



including termination of training service without notice.

18. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII Examine mark sheets & Certificate
- Degree certificate/Professional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Overseas Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs-100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs-100 stamp paper if applicable (same affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs-100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the joining letter)
- An affidavit (notarized, interlocking Non-Criminal Affidavit, should be made on the format provided by TCS), stating:
 - *There is no criminal offense registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

TCS Confidential
TCSL07A02087200

TATA CONSULTANCY SERVICES

www.tcs.com

Santa Inval



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

20. TCS Xperience Program

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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



24. Data Privacy Clause:

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

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

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

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

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

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

TCS Confidential
TCSL/DT20206573020

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

20th Fl, 26, Eastern Nagar, Bangalore-560022, India. Contact: +91 80 285 20000. Email: hr@tcs.com
Tel: 01 44 6670 2222 / Fax: 01 44 66 86 2025. Website: www.tcs.com
Engineered Office: National Services, 10th Floor, Sakinaka, Pune, Maharashtra-411 007
TCS Career Centre: 1901, 202, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

Shanthe Kumar



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

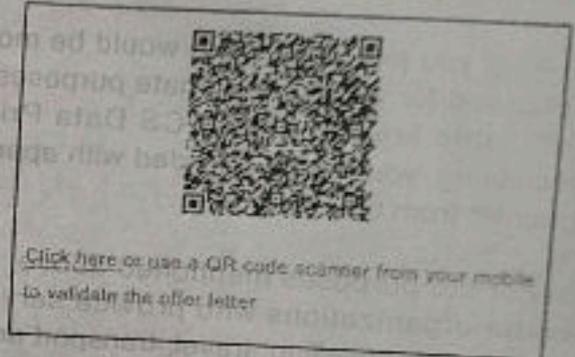
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

TCS Confidential
TCSL/DT20206573020

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

115/21-24, Hazratganj, Lucknow, India. Old Address: 201, Chhatrapati Shivaji Maharaj Marg, Hazratganj, Lucknow, India.
Tel: +91 415576 2222 Fax: +91 415576 2000 Email: care@tcs.com
Registered Office: 201, Chhatrapati Shivaji Maharaj Marg, Hazratganj, Lucknow, India.
TCS Limited, Bangalore, India. Tel: +91 80 2811 1111 Email: care@tcs.com

Shantha Kumar



GROSS SALARY SHEET

Annexure 1

Name	Shantha Kumar V
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

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

TCS Confidential
TCSL/DY20206573020

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

44/5, 21st Cross, Electronic Nagar, 560 090 Bangalore, India
Tel: +91 44 5511 2222 Fax: +91 44 55 15 2111 Website: www.tcs.com
Registered Office: TCSL, 20th Floor, 100, Park Street, Chennai - 600 002
© 2020 TCSL. Terms & Conditions: www.tcs.com

Shantha Kumar

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382002	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue - Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, CWI Mahabalipuram Rd, TNHR, Sholinganallur, Chennai, Tamil Nadu 600120
DELHI - Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Imignia, Gurgaon - Faridabad Road, Gurwal Pahan, Gurgaon - 122003, Haryana	DELHI - Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 B A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 300, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dibrugarh, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tipariya Badhal & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - III/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark - Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yashra Park, Pokhara Road Number 7, TCS Approach Rd, Thane, West, Thane, Maharashtra 406006
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan Ser, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajyashree Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Tiruvandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Tiruvandrum - 695581, India	



Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

TCS Confidential
TCSL/DT20206573020

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

4th/21-24, Kankarbagic, Shalimarbagic, Calcutta 700016, India. Telephone: 91 33 4455 1111
Tel: 91 44 5614 2222 Fax: 91 44 5614 2115 Website: www.tcs.com
Registered Office: National Building, 365, Town, Summer Post, Mumbai 400021
TCS Client Services: 1800 208 1111 Email: cs@tcs.com

Shantha Kumar



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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

TCS Confidential
TCSLIDT20206573020

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

41/501-26, Taramani Nagar, Sholinganallur, Old Madhavayam, Chennai 600 095 Tamil Nadu India

Reg. No. U14102TN1997PLC000000

Registered Office: Taramani Building, 90th Floor, Neelam Road, Chennai 600 095

TCS Client's Service Line: 1800 259 1111 Email: care@tcs.com

17

Shanika Kumar



9. Equitable Rights

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

10. General

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

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

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

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



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

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

TCS Confidential
TCSL/DT302065T3020

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

15/275, 28, Kothurambedu, 2nd Floor, Anna University, Chennai - 600 025, Tamil Nadu, India
Tel: +91 44 2354 1437 Fax: +91 44 2354 1438 E-mail: hr@tcs.com
Registration Office: Anna University, 28, Kothurambedu, Chennai - 600 025
TCS Campus: Anna University, 28, Kothurambedu, Chennai - 600 025

19

Shantha Kumar

1/22/22, 10:16 AM

Mail - Ravindrakrishna PT Officer - Outlook

Reg. Campus Interview Placement**Tuticorin Hindustan <tuticorinhindustanbpt@gmail.com>**

Wed 4/28/2021 6:47 PM

To: Ravindrakrishna PT Officer <ravindrakrishna@paavai.edu.in>

Cc: hindustan_md <hindustan_md@yahoo.co.in>

Dear Placement,

With reference to the Students details and subsequently interview attended for the Position of "Trainee - Sales / Service Officer" which held by virtual fort this year campus 2021.

We are pleased to offer the employment with us for the same position as per the mutually agreed terms and conditions. Shortlisted Candidates details listed below:

S.No.	University Register No.	Name of the students	Gender	Email ID	Contact Number
1	17102167	ABARNA M	Female	abarnam2021@gmail.com	6384316123
2	17102165	AJITH K	Male	ajithk2021@gmail.com	9791385835
3	17102162	DIHINISH KUMAR K S	Male	dihinishkumar1407@gmail.com	9514984253
4	17102131	GOKULNATH M	Male	gokulnath2021@gmail.com	8270977059
5	17102144	KARTHI P	Male	karthip2021@gmail.com	9603258520
6	17102162	MEHALA N	Female	mehalan2021@gmail.com	6383654184
7	17102074	PRABHAKARAN G	Male	prabhakaran2021@gmail.com	6385619633
8	17102077	PRAYEEN S	Male	prayeen2021@gmail.com	6381555708
9	17102079	PRAVYN KUMAR J	Male	pravyn2021@gmail.com	9697779923
10	17102084	PURUSHOTHAMAN M	Male	purusho2021@gmail.com	8248568183
11	17102098	SHALINI V	Female	shalini2021@gmail.com	9687136716
12	17102101	SURESHKUMAR V	Male	suresh2021@gmail.com	7786884777
13	17102101	SONA M	Female	sonam2021@gmail.com	6383445815
14	17102164	KONNIKA E	Female	konnikae2021@gmail.com	7094967834
15	17102164	ADHITHIYA M	Male	adhithiya2021@gmail.com	9514285154
16	17102113	AKHIL P	Female	akhilp2021@gmail.com	6381251169
17	17102025	DURGADEN J J	Female	durgaden2021@gmail.com	6379007915
18	17102058	JANANI S	Female	jananis2021@gmail.com	9944946267
19	17102049	KEERTHIKA V	Female	keertika2021@gmail.com	9384393331
20	17102026	FATHIMA BRES	Female	fathima2021@gmail.com	6383826999

A detailed appointment letter having student's compensation details and rest terms and conditions shall be given to shortlisted candidates on the date of reporting as per our company norms.

Shortlisted students are expected to report on or before June 2021.

Please send student consent as acknowledgement and confirmation of their reporting of our organization once completion of final examination.

We are endeavors welcome people to our team.

Thanks & Best Regards

P.Sureshkumar

TUTICORIN HINDUSTAN BIO PLANT PRIVATE LIMITED

An ISO 9001:2015 Certified Company

Email: hindustan_md@yahoo.co.in

Visit us at www.hindustanbpt.com

Customer Support Desk

You can use the following methods to register your support calls

Voice Support

+91 461 2345167

Voice support will be available from 10 am to 6 pm (Monday to Saturday)

Email: tuticorinhindustanbpt@gmail.com

Vertical Solutions, Kanchipuram

Welcome letter

Mr. Siddarth S

Address:

The above Student was selected by Vertical Solutions to work as an Trainee of MR United Press Components Private Limited, Kanchipuram, below the role of Production Trainee.

Note:

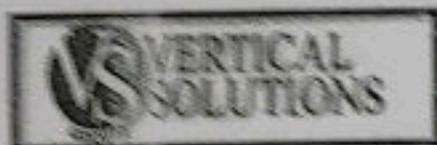
1. Selected applicants should not possess any arrest while reporting.
2. Applicants are recruited only when there are replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Ahar Card, Bank Passbook First Page, etc. Remain as per our recruitment norms applicable.

Congratulations!!

Thank & Regards

Date: 08.12.2020

Mr. 255, Moonview Building, 3rd Floor, Guindy, Chennai - 600052,
Tamilnadu. www.verticalsolutions.com



604

Vertical Solutions, Kanchipuram

Welcome letter

To: Deepan S

Address:

The above Student was selected for M.Tech Vertical Solutions, to work at our Client Company of M/S Ashwin Plastic Components Private Limited, Kanchipuram, to take the role of Production Trainee.

Note:

1. Selected applicants should not possess any arrears while reporting.
2. Replacements are recruited only when there are replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020



No. 253, Arcuniview Building, 3rd Floor, Guindy, Chennai - 600032,
Tamilnadu. www.verticalsolutions.com



Vertical Solutions, Kancheepuram

Welcome Letter

No. Phanajayathi H

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unibach Plaste Components Private Limited, Kancheepuram, below the role of Production Trainee.

NOTE:

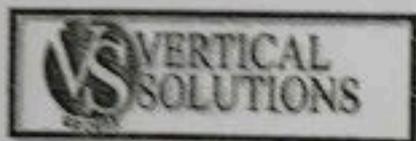
1. Selected applicants should not possess any arrears while reporting.
2. Applicants are recruited only when there any replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020

Nr. 255, Mountview Building, 3rd Floor, Gandy, Chennai - 600032,
Tamilnadu . www.verticalsolutions.com



6910

Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Praveen G

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

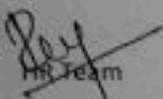
Note:

1. Selected aspirants should not possess any arrears while reporting.
2. Aspirants are recruited only when there any replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020


HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai – 600032,
Tamilnadu . www.verticalssolutions.com



690

Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Praveen G

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

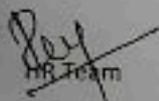
Note:

1. Selected aspirants should not possess any arrears while reporting.
2. Aspirants are recruited only when there any replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020


HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai – 600032,
Tamilnadu . www.verticalsolutions.com



Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Praveen Kumar. S

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

Note:

- 1. Selected aspirants should not possess any arrears while reporting.
- 2. Aspirants are recruited only when there any replacement need at factory.
- 3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020

Deep
HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai – 600032,
Tamilnadu . www.verticalssolutions.com



692

Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Sakthi Priyan.S

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

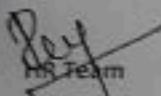
Note:

1. Selected aspirants should not possess any arrears while reporting.
2. Aspirants are recruited only when there any replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020


HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai – 600032,
Tamilnadu . www.verticalssolutions.com



Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Sankar. S

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

Note:

1. Selected aspirants should not possess any arrears while reporting.
2. Aspirants are recruited only when there any replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020


HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai – 600032,
Tamilnadu . www.verticalssolutions.com



Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Santhosh N

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of **M/s Unitech Plasto Components Private Limited, Kancheepuram**, below the role of **Production Trainee**.

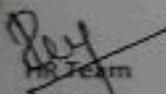
Note:

1. Selected aspirants should not possess any arrears while reporting.
2. Aspirants are recruited only when there any replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020


HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai - 600032,
Tamilnadu - www.verticalssolutions.com



695

Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Sabash. B

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

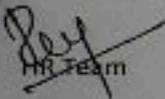
Note:

1. Selected aspirants should not possess any arrears while reporting.
2. Aspirants are recruited only when there any replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020


HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai - 600032,
Tamilnadu . www.verticalssolutions.com



Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Vallarasu R

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

Note:

- 1. Selected aspirants should not possess any arrears while reporting.
- 2. Aspirants are recruited only when there any replacement need at factory.
- 3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020

Ray
HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai - 600032,
Tamilnadu . www.verticalsolutions.com



697

Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Vignesh . S

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

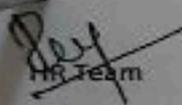
Note:

1. Selected aspirants should not possess any arrears while reporting.
2. Aspirants are recruited only when there any replacement need at factory.
3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020


HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai - 600032,
Tamilnadu . www.verticalssolutions.com



Vertical Solutions, Kancheepuram

Welcome Letter

Mr. Vijay J

Address:

The above Student was selected for M/s Vertical Solutions, to work at our Client Company of M/s Unitech Plasto Components Private Limited, Kancheepuram, below the role of Production Trainee.

Note:

- 1. Selected aspirants should not possess any arrears while reporting.
- 2. Aspirants are recruited only when there any replacement need at factory.
- 3. During time of joining students should bring all educational documents, passport size photos, PAN Card, Adhar Card, Bank Passbook Front Page Xerox, Etc. Remain as per our recruitment norms applicable.

Congratulations!!!

Thanks & Regards

Date: 28.12.2020

[Signature]
HR Team

No: 233, Mountview Building, 3rd Floor, Guindy, Chennai - 600032,
Tamilnadu . www.verticalssolutions.com



Shortlisted List - Unitech Plasto Components**Prathap <prathap.a@unitechplastocomponents.com>**

Thu 1/28/2021 11:00 AM

To: Ravindrakrishna PT Officer <ravindrakrishna@paavai.edu.in>**Cc: hr@unitechplastocomponents.com <hr@unitechplastocomponents.com >**

Dear Placement Officer

Greetings from Unitech Plasto Components!!

Following your interview with us on 25.01.2021 (Monday) for the position of " Production Trainee". We are delighted to offer you the said position at Unitech Plasto Components Private Limited, Kancheepuram

Herewith, we are glad to inform you that the below mentioned candidates were shortlisted and requested to report post examination.

S.No.	Name of the Student	Department	Contact No.
1	Deepan s	MECH	7708028010
2	Sanjivi B	MECH	9123537088
3	Jvijay	MECH	7418626045
4	Sakthi priyan s	MECH	7339502942
5	S.Vignesh	MECH	7598483064
6	M.Logachandran	MECH	9688935403
7	Aravind b	MECH	9655941311
8	M.santhosh	MECH	9751461354
9	G.Praveen	MECH	6374652062
10	S.Goutham	MECH	6374956491
11	Jeeva G	MECH	9080193495
12	Meganzhan P	AUTO	9791339256
13	Prathviraj T	MECH	8838492043
14	Subash B	MECH	9025956761
15	Venkatesh G	MECH	7305218843
16	H.Dhamrajayan	MECH	7010797296
17	R.Karthick	AUTO	9600886124
18	Ganesh Moothy, C	AUTO	9443556563
19	Siva A	AUTO	6380450376
20	Vallarasu	MECH	8610852880
21	S.Ciddarth	MECH	7598960190
22	S.Palunivel	MECH	9080805502
23	R. Muhilan	MECH	8778985301
24	Ramachandradurai B	MECH	6383848605
25	P.Ritheshkumar	AUTO	6383051508
26	M.vasanthakumar	MECH	9952702833
27	Rajkumar R	AUTO	9952219062
28	S.Sankar	MECH	8825930388
29	Thirumurugan S	AUTO	6382758768
30	Suriya.k	AUTO	9123509879



VELCITI CONSULTING ENGINEERS PVT. LTD.

AN IS/ISO 9001: 2015 CERTIFIED COMPANY
NABL ACCREDITED LABORATORY AS PER ISO/IEC 17025:2017

No. 9B, 18th Street, Tansi Nagar Extn, Velachery, Chennai - 600 042. (Near Kanchi ITI)
Phone : 91 - 44 - 43235689 / 9384033283, E-mail : info@velciti.com Website : www.velciti.com

699-701

Date: 03.04.2021

To

The Director Admin,
Paavai Institutions,
Pachal,
Namakkal - 637018.

Dear Sir,

Sub: Offer Letter

This is with reference to the personal interview dated on 03.04.2021 at Paavai Institutions for campus recruitment. We are pleased to offer the below candidate listed for the position of site supervisor - trainee in our company.

Name of the Students:

S.No.	University Reg. No.	Name of the students	College	Department
1	17103019	LOKESHWARAN M	PEC	CIVIL
2	17103023	PRAVIN KUMAR M	PEC	CIVIL
3	17103302	MUGESHKUMAR S	PEC	CIVIL
4	622017103035	YUVAN SANKAR S	PCE	CIVIL
5	622017103301	AKASH M	PCE	CIVIL
6	622017103703	RANJITH KUMAR P	PCE	CIVIL

FOR VELCITI CONSULTING ENGINEERS PVT LTD

SENIOR EXECUTIVE - HR

Shortlisted List - Congratulation !!!

Tue 4/20/2021 12:40 PM

To: Ravindrakrishna PT Officer <ravindrakrishna@paavai.edu.in>

From : career@wttindia.com

To : ravindrakrishna@paavai.edu.in

Date : Tue, 20 Apr 2021 12:34:00 +0530

Subject : Shortlisted List - Congratulation !!!

Dear Placement Team

Greetings from W.LI Technology Services India Pvt. Ltd, Tirupur.

This is with reference to the campus interview with us held on 19th April '2021 regarding the subject - we are pleased to make a Job offer to the below mentioned shortlisted students.

S.No.	University Register No.	Name of the students	Email ID	Contact Number
1	17201001	ABINESH M	abimurugan1306@gmail.com	7867016835
2	17201003	ANOOP POLOUSE	ANOOPABAYATTI1999@gmail.com	8593954833
3	17201009	CLINTON A	punithadintono927@gmail.com	9944715284
4	17201010	DEEBARAJ T	deebanraj73321@gmail.com	7339017556
5	17201014	DINESH S	dineshdineshs@gmail.com	9790612760
6	17201017	ELAVARASAN J G	princechem20@gmail.com	9043221583
7	17201020	GOKULA KRISHNAN P V	pvkrishgokula@gmail.com	6381043399
8	17201022	GOKULAKRISHNAN M	gokulakrishnan439@gmail.com	6389117686
9	17201023	GOWTHAMAPRABHAKARAN S	gowthameshem@gmail.com	9843418206
10	17201033	KARTHIKEYAN R	KARTHIKEYANR19@gmail.com	8825824514
11	17201036	MAGESHWARAN P	mahes101099@gmail.com	7639961032
12	17201037	MANIMARAN S	manimaranasuresh12062900@gmail.com	9944272845
13	17201039	MOHAMMED ANASH A	ahmdanash29@gmail.com	7550340838
14	17201046	PRADEEP M	pradeepm81099@gmail.com	6381459609
15	17201049	RAMANI KANNAN R C	ramanikannan20@gmail.com	7397193839
16	17201057	SELVAKUMAR A	selvakumar3422@gmail.com	9894115863
17	17201058	SHUHAIH AKTHAR	shuhaihakthara15@gmail.com	7025778045
18	17201060	SUBRAMANYAN K	subbacheemleah299@gmail.com	9600731138
19	17201061	SURESH S	SURESH77135@gmail.com	9976130914
20	17201063	VIGNESH J	vigneshidhan@gmail.com	6380614618

POSITION

You would be designated as " TRAINEE "

REPORTING Month & Address

Students shall be reporting to the Human Resource department after completion of final examination on or before July 2021.

W.L.T. Technology Services India Pvt Ltd,

No.3, college, Cross Road, Avarangadu, Tiruppur, Tamil Nadu 641602

Students are required to submit the following documents while reporting,

- Updated Resume
- 5 passport size photograph
- Copy of Identity Proof - Andhar / Pan Card
- Cancelled Bank cheque
- Mark sheets and other Educational Documents original for verification and one set copy need to be provided for personal file.

COMPENSATION / STATUTORY BENEFITS

Compensation shall be as per the company norms. All statutory shall be as per the provisions of statute. It is expected that you should be keeping your compensation details confidential and will not share the same with anyone internally without prior permission of the management.

We expect your cooperation and support in this regard and welcome you all.

Thanks & Regards,
Sasintharanath.G
Executive - Human Resources
W.L.T. Technology Services India Pvt. Ltd.
Tirupur.
Email : career@wttindia.com, hr@wttindia.com



APPOINTMENT LETTER

July 10, 2021

Dear M ASHOK KUMAR,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment 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, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- Your appointment shall be treated as withdrawn in case:
 - You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

during probationary period or three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such duties as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,



Apama Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI" of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others.
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I M ASHOK KUMAR, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: M ASHOK KUMAR

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE - V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWpro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefits Plan (WBP):

Wipro Benefits Plan (WBP) is a basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWpro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPSS etc. for internet usage plans are eligible for IT exemption up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs. 100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- Provident fund- Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs. 15,000 per annum. This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI). This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary slip is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you. If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit:** Up to Rs. 20,00,000

It provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable law.

Survivor Benefit Pension Program:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

Eg. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: $\text{Basic} * \text{No of years to Retirement} * \text{Grade Factor} * \% \text{ based on number and age of surviving members.}$

Ex. $15,000 \times 20 \times 2.7\% * 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal instalments.

Contingency Loan: An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal instalments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover:

a. **Group Personal Accident Insurance (GPAI) Program:** Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. **Group Term Life Insurance:** Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Signature M ASHOK KUMAR 10/7/2021 8:53 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited

Doddakannelli

Saigapur Road

Bangalore 560 035

India

T : +91 (80) 2544 0011

F : +91 (80) 2544 0064

E : info@wipro.com

W : wipro.com

C : L32102KA1845PLC020300

20908378



APPOINTMENT LETTER

August 18, 2021

Dear Mohammed Arkam R,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- The retirement age is 58 years.
- You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- This offer of appointment 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, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- Your salary will be reviewed periodically as per Company policy.
- Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

1. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

2. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after termination of your employment from the Company (irrespective of the circumstances of or the reason for the termination), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination.

General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to pay** to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

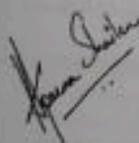
On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program (PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,



Aparna Shallen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

I Mohammed Arkam R, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me.'

ANNEXURE III

SALARY OFFER SHEET

Name: Mohammed Arkam R

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV

charges for pre-aid covered services will be eligible under this plan.

3. Non-transferable Meal card:

An amount of \$4,120 (2.79% per month) towards purchase of Non-transferable Meal card is eligible for IT exemption under WEP.

4. Education Allowance:

An amount of \$4,120 (additional 2.67% per month) per month per month up to a maximum of 2 children is eligible for IT exemption under WEP.

5. New Pension System:

You can contribute between 8% up to 12% of your basic wages, NPS and decide 1 under WEP. This will be over and above 500,000 threshold.

Government Benefits:

It consists of:

a. Provident fund - Where basic is Rs.1000/- PFR 15,000/- 12% of your Basic wages. Provident Fund. It can be used for purchase of NR 10,000/- Amount of 12% of 1999-01 WEP + additional WEP on application of INR 1800 per

b. National Pension scheme contribution of 5.34 % of your basic wages made on to go fully

Employees will be eligible for payment of gratuity as per the APG policy of the company.

Travel Accommodation Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for 5% 50% for the cost of air ticket for 21,000/- per annum subject to not exceeding with you the most likely for any of the two, whichever is lower. These and you would be entitled to 20% of the lower of the two.

b. There is no provision for reimbursement of expenses towards any overseas airfare. However, this is subject to the approval of the management.

Accommodation Food & Other Miscellaneous Expenses

a. You would be entitled for 24,000/- per year for 8 days. Total amount of Rs. 8,000/- from the 20% of 40,000/- for the cost of the accommodation. For 8 other 20% of 40,000/- per year. For the cost of the food is lower of 20% of the salary.

b. If you are using location of knowledge where you would be liable for the cost of the rent from the power location. You can also use of the house if you would be liable for the cost of the rent from the power.

c. Subsidized rent: A total of Rs. 1,00,000/- per year for 7,000/- per month for 7,000/- total amount of 55,000/- per year. For the cost of the rent is lower of 20% of the salary. For the cost of the food is lower of 20% of the salary.

d. Any location where the location of knowledge where you would be liable for the cost of the rent from the power location. You can also use of the house if you would be liable for the cost of the rent from the power.

Please refer to the manual of the company for the details of the conditions under which the cost of the rent is lower of 20% of the salary. For the cost of the food is lower of 20% of the salary.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS

1. **Medical Assistance Program (MASIP):** This is a medical scheme covering you, your spouse and your children to the extent of Rs. 15,000 per annum. This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI). This limit will be provided based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary slip is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. **Mediclaim:** You are eligible for a floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myVigro which is accessible on joining.

Basic Medical Insurance is to be availed by the employee as default. It is accounted for in deductions as a normal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health Check:** Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable law.

Savior Benefit Pension Program:

The Savior Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at the time of death is 20 years and he has a surviving spouse and two eligible children, the supplementary pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

(i.e. $15,000 \times 20 \times 2\% \times 80\% =$ Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your working loan. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is repaid over 10 equal installments.

Contingency Loan: An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

— These benefits are subject to the terms and conditions of the company policy and can't be converted to fixed cash.

4. **Your Life and Accident Cover:**

a. **Group Personal Accident Insurance (GPAI) Program:** Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. **Group Term Life Insurance:** Rs. 14,00,000 in the unfortunate event of death an amount of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Vigro accessible on joining. Access through My Vigro -> My Policies -> My Financials -> My Financials -> Group Life Insurance Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per updates of the Company from time to time.

