

ASHWIN V



8th Feb 2021

Dear Aswin.V,
BCA, Patrician College of Arts & Science, Chennai.

Congratulations on taking your first steps towards a successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate – Voice Process – US Shifts. Your joining date will be after your graduation completion within 15 days.

Your training period will be for 60 days from the date of joining. After successful completion of training, your employment with eNoah will be confirmed. During the training period, you will be paid a stipend of Rs. 12,000 per month. You will be initially placed at Chennai/Indore in line with our business needs. Your overall earnings will be Rs. 2, 30,000 / P.A. (approx.) which will include your Night Shift Allowance Rs. 24,000/ P.A. will be paid subject to attendance.

Please submit the following documents in person during your DOJ will be in after your course completion and the training at our office premises.

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- Proof of educational qualifications till last semester mark sheet,
- Updated Resume & Passport size photograph (Softcopy);

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- Genuinity of the documents submitted by you;
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- Pre-employment medical health examination
- Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like business impact, breach of discipline, low productivity and poor quality of work, company reserves the right to withdraw this offer or terminate your service & eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you onboard!

Best Regards,
For eNoah iSolution India Private Limited



Rajesh Kumar G
Senior Manager - Human Resources

eNoah iSolution India Private Limited

Regd. Office: Elnet Software City, 3rd Floor, Rajiv Gandhi salai, Taramani, Chennai-600113, India. Phone: +91-44- 40286900 1201 40 Fax: +91-44- 40286910. Coimbatore Office: Classic Towers, 8 Floor, Door No. 101, 1547, Trichy Road, Coimbatore - 641018, India. Phone: +91-442-2301714
Indore Office: NRR Business Park, Flobr, 6038, Block No.B 1, Scheme No.54, PU, Indore - 452010

K MONISHA



8th Feb 2021

Dear K. Monisha,

BCA, Patrician College of Arts & Science, Chennai.

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Rajesh Kumar G

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SWETHA A



eNoah
Your Trusted Partner

8th Feb 2021

Dear Swetha. A,
BCA, Patrician College of Arts & Science, Chennai.

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Rajesh Kumar G
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SWETHA K

8th Feb 2021



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Rajesh Kumar G
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VISHWANADHAN B A



eNoah
Your Trusted Partner

8th Feb 2021

Dear Vishwanadhan.B.A,
B.Sc Computer Science, Patrician College of Arts & Science, Chennai.

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RAMYA P



eNoah
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8th Feb 2021

Dear Ramya.P,
B.Sc Psychology, Patrician College of Arts & Science, Chennai.

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LINCY CHERIAN



eNoah
Your Trusted Partner

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Dear Lincy Cherian,
B.COM General, Patrician College of Arts & Science, Chennai.

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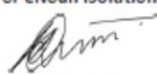
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PARTHIPAN P



eNoah
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SAKTHI B



eNoah
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8th Feb 2021

Dear Sakthi.B,
B.Sc Psychology, Patrician College of Arts & Science, Chennai.

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ABINAYA



eNoah
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Dear Abinaya,

B.COM Corporate Secretaryship, Patrician College of Arts & Science, Chennai.

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NOEL JOSHEPH



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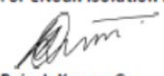
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AKSHAYA THULASI SATHYANARAYANA



eNoah
Your Trusted Partner

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Dear Akshaya Thulasi Sathyanarayana,
B.Sc Psychology, Patrician College of Arts & Science, Chennai.

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DANIEL BONAVENTURE RAJ A



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Dear Daniel Bonaventure Raj.A,
B.Sc Psychology, Patrician College of Arts & Science, Chennai.

Congratulations on taking your first steps towards a successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate – Voice Process – US Shifts. Your joining date will be after your graduation completion within 15 days.

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We look forward to welcome you onboard!

Best Regards,
For eNoah iSolution India Private Limited


Rajesh Kumar G
Senior Manager - Human Resources

eNoah iSolution India Private Limited
Regd. Office: Elnet Software City, 3rd Floor, Rajiv Gandhi salai, Taramani, Chennai-600113, India. Phone: +91-44- 40286900 1201 40 Fax: +91-44- 40286910. Coimbatore Office: Classic Towers, 1b Floor, Door No. 101, 1547, Trichy Road, Coimbatore - 641018, India. Phone: +91-442-2301714
Indore Office: NRK Business Park, Floor, 603B, Block No.B 1, Scheme No.54, PU, Indore - 452010

HARISH VISHWA S



eNoah
Your Trusted Partner

8th Feb 2021

Dear S.Harish Vishwa,
B.Sc Mathematics, Patrician College of Arts & Science, Chennai.

Congratulations on taking your first steps towards a successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate – Voice Process – US Shifts. Your joining date will be after your graduation completion within 15 days.

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Rajesh Kumar G
Senior Manager - Human Resources

eNoah iSolution India Private Limited
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Indore Office: NRK Business Park, Floor, 603B, Block No.8 1, Scheme No.54, PU, Indore - 452010

JESINTHA M



eNoah
Your Trusted Partner

8th Feb 2021

Dear Jesintha.M,
B.Sc Computer Science, Patrician College of Arts & Science, Chennai.

Congratulations on taking your first steps towards a successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate – Voice Process – US Shifts. Your joining date will be after your graduation completion within 15 days.

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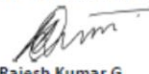
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For eNoah iSolution India Private Limited


Rajesh Kumar G
Senior Manager - Human Resources

eNoah iSolution India Private Limited
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Indore Office: HRK Business Park, Floor, 603B, Block No.B 1, Scheme No.54, PU, Indore - 452010

NIVEDHA A



eNoah
Your Trusted Partner

8th Feb 2021

Dear Nivedha.A,
B.COM General, Patrician College of Arts & Science, Chennai.

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Best Regards,
For eNoah iSolution India Private Limited


Rajesh Kumar G
Senior Manager - Human Resources

eNoah iSolution India Private Limited
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Indore Office: NRK Business Park, Floor, 603B, Block No.B 1, Scheme No.54, PU, Indore - 452010

V PAVITHRA



eNoah
Your Trusted Partner

8th Feb 2021

Dear V.Pavithra,
B.Sc Psychology, Patrician College of Arts & Science, Chennai.

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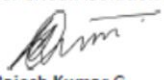
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Rajesh Kumar G
Senior Manager - Human Resources

eNoah iSolution India Private Limited
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Indore Office: NRK Business Park, Floor, 603B, Block No.B 1, Scheme No.54, PU, Indore - 452010

AJITHA MARY J



8th Feb 2021

Dear Ajitha Mary.J,
B.COM General, Patrician College of Arts & Science, Chennai.

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Indore Office: NRX Business Park, Flobr, 6038, Block No.B 1, Scheme No.54, PU, Indore - 452010

SHARAN MARIA ROSHINI



eNoah
Your Trusted Partner

8th Feb 2021

Dear Sharan Maria Roshini,
BCA, Patrician College of Arts & Science, Chennai.

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Rajesh Kumar G
Senior Manager - Human Resources

eNoah iSolution India Private Limited

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Indore Office: NRK Business Park, Flobr, 603B, Block No.8 1, Scheme No.54, PU, Indore - 452010

AAKASH G



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Aakash.G (B. Com A&F)

Congratulations!!!

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

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



ABINAYA



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science

Date: 26-March-2021

Dear Abinaya K (B. Com cs)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Akash V (BCA)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Akshaya Thulasi Sathyanarayana (Psychology)

Congratulations!!!

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Archana. M (B. Com)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Aslin Lizbeth.A. (Commerce)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Aswin Raj B.V (Bsc. Computer science)

Congratulations!!!

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

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Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear B. Sharmila (Bsc. Computer science)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Brundha (B.com)

Congratulations!!!

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

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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Burhanuddin F (BSC COMPUTER SCIENCE)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Cicily Elizabeth D'Souza (B. Com accounting and finance)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear D.Nithya Sudharsan (Commerce)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Daniel S A (III BCA 'A')

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Deborah J (BSC Computer Science)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Divya.T (B.COM)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Hamsavarshni. D (Psychology)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear James Joshua (b.com corporate secretaryship)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Joshua Samuel G (Commerce Bcom. General)

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Koushik A (BCA)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear L R Sandhiya (Psychology)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Logeshwar (COMMERCE)

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear M. Kishore (Commerce)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear M. Shakthi Priya (Bsc.Psychology)

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Mohammed Zuhair A (Computer Applications)

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Muthapapn J (B.COM(GENRAL))

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Nivedha A (Commerce)

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear R H Rahul (Computer Application)

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear R.Lokesh Babu (Bsc computer science)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College Of Arts and Science
Date: 10-Mar-2021

Dear Ramya.R (Psychology)
Congratulations!!!

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

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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Ranjith Kumar S (Computer Science)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Rebeka A (Bsc computer science)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Robin R (BCA)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Roja Ravi (B.com Accounting and finance)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Rose Mary M (3rd B.sc.computer science)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College Of Arts and Science
Date: 10-Mar-2021

Dear S. Nivvedha (Commerce)
Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear S.Vishal (Bca)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College Of Arts and Science
Date: 10-Mar-2021

Dear Sajjan Chd (BSc Computer Science)
Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College Of Arts and Science
Date: 10-Mar-2021

Dear Salini S (BCA)
Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Samrin Banu. S (B. A English)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Santhosh R (B.A.ENGLISH)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Sathishkumar.M (Bsc(Computer Science))

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Shakthi B (Bsc Psychology)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Sowmithra.P (Accounting and Finance)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Srikumaresan. R (B. COM ACCOUNTS AND FINANCE)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Subhshree. E (B. Com (General))

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Sushmitha S (Bachelor of Computer Application)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Sushmitha Sinivassin (Commerce)

Congratulations!!!

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

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Swetha (Bcom general)

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Tharun. R. P (B. Sc Mathematics)

Congratulations!!!

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

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

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

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

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear V Pavithra (Bsc psychology)

Congratulations!!!

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

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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Vishal Bharath G M (B.COM (CS))

Congratulations!!!

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

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

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

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- 10th,12th and UG/PG education certificates – (whichever completed).
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Viswanathan B.A (Bsc Computer science)

Congratulations!!!

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

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- 10th,12th and UG/PG education certificates – (whichever completed).
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- Pan Card- Mandatory to open bank account.
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Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of arts and Science
Date: 26-March-2021

Dear Yuvaganesh .L (B.com A&F)

Congratulations!!!

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

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Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



24-Feb-2021

Patrician Arts and Science College, Chennai, Tamil Nadu

Sub: Appointment Letter for Internship

Dear Sathish kumar,

Congratulations !!

At Kotak Mahindra Life Insurance Company Limited (formerly known as Kotak Mahindra Old Mutual Life Insurance Limited), hereinafter referred to as the "Company" we believe in building strong, enriching and long-term careers for our people and soon you'll be a part of all this energy. We're happy to let you know that you've been selected as a Graduate Trainee for internship with the Company, Sales-Kotak Agency Department at Chennai with effect from 01st June 2021. Your base branch will be communicated post joining.

This letter is an agreement between you and the Company that you will uphold all that we stand for and strive towards the fulfillment of the Company's goals.

Duration:

The duration of the internship is 2 months starting from your Date of Joining (DOJ) at the end of which you will be undergoing an assessment.

Stipend:

An amount of INR 14,000/- per month will be awarded to you as Stipend.

Pre-Placement Offer:

Based on the results of the assessment, the Company, at its sole discretion, may choose to absorb you as a full-time employee as a Graduate Trainee.

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:
2nd Floor,
Plot # C-12,
G-Block, BKC, Bandra (E),
Mumbai - 400051.

Corporate Office:
7th Floor, Kotak Infinite, Bldg. No. 21,
Infinity Park, Off W.E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

 Koi hai... hamesha



24-Feb-2021

Patrician Arts and Science College, Chennai, Tamil Nadu

Sub: Appointment Letter for Internship

Dear Parthipan,

Congratulations !!

At Kotak Mahindra Life Insurance Company Limited (formerly known as Kotak Mahindra Old Mutual Life Insurance Limited), hereinafter referred to as the "Company" we believe in building strong, enriching and long-term careers for our people and soon you'll be a part of all this energy. We're happy to let you know that you've been selected as a Graduate Trainee for internship with the Company, Sales-Kotak Agency Department at Chennai with effect from 01st June 2021. Your base branch will be communicated post joining.

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 Koi hai... hamesha



24-Feb-2021

Patrician Arts and Science College, Chennai, Tamil Nadu

Sub: Appointment Letter for Internship

Dear Yeswanth Kumar,

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<http://insurance.kotak.com>

 Koi hai... hamesha



24-Feb-2021

Patrician Arts and Science College, Chennai, Tamil Nadu

Sub: Appointment Letter for Internship

Dear Akash,

Congratulations !!

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 Koi hai... hamesha



24-Feb-2021

Patrician Arts and Science College, Chennai, Tamil Nadu

Sub: Appointment Letter for Internship

Dear Tharun,

Congratulations !!

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Mumbai - 400 097, India.

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<http://insurance.kotak.com>

 Koi hai... hamesha



24-Feb-2021

Patrician Arts and Science College, Chennai, Tamil Nadu

Sub: Appointment Letter for Internship

Dear Suresh,

Congratulations !!

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Mumbai - 400 097, India.

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F +91 22 67425649 / 50
<http://insurance.kotak.com>

 Koi hai... hamesha



HCL SELECTED STUDENTS CONFIRMATION

Gopinath Sakthikumaran, HCL BSERV <Gopinath.Sakthikumaran@hcl.com>

Tue, Mar 9, 2021, 12:51 PM

to me, Akhilan, Kaja ▾

Classification: **Confidential**

Hi Jacqueline,

PFB the selects list.

NAME	ROLL NO	SHIFT	MOBILE NUMBER	MAIL ID	DEPARTMENT
Parthipan	E18cm048	II	9176264388	parthipan27p@gmail.com	BCOM G
D.Hemalatha	D18cm064	I	8610618757	hemadhananjeyan@gmail.com	BCOM G
HARIHARASUDHAN K	E18CM017	II	9600628142	hari1412k@gmail.com	BCOM G
Aakash G	D18AF001	I	9003132398	aakashd18af001@gmail.com	BCOM A & F

Regards,

Gopinath S

Senior Executive-HR

Kaja Y <kaja.y@hcl.com>

to me ▾

Classification: **Internal**

Hi Jaculine,

Please find the below candidate who is a final select form the HR discussion round.

Name	email	phone	HRD Panel	status
YUVASHREE	yuvashree1976@gmail.com	9360022168	Kaja Y - 51921364	Select

Regards,

Kaja Y

From: Kaja Y

RE: EXTERNAL : Fwd: offer letters

External

Inbox x


prasanna.r@yesbank.in

to me, vasan.k@yesbank.in

Thu, Mar 24, 1:35 PM (3 days ago)



Good afternoon Ma'am,

As discussed, the members mentioned in the trail mail were provided an offer with Yes Bank in the year 2019 through a consultant named "Karvy Manpower Services".

However, we will not be able to disclose any other information as the Consultant team is no longer a part of Yes Bank as they handled the onboarding procedures.

Regards,

Prasanna Rajendran

Virtual Relationship Manager



For any concerns or further escalations, please contact :

Escalation Level 1 : Vasan K , Vertical Manager - Virtual Relationship Management Mobile : +91 9176724000 | Email ID : vasan.k@yesbank.in

Escalation Level 2 : Syed Shabih Haider, Head Virtual Relationship Management | Mobile : +91 9880679371 | Email ID:

syedshabih.haider@yesbank.in

As discussed pls find the selected students details for the year 2020-2021.

Need their offer letters/confirmation mail for college documentation has to be submitted for the NAAC.

Kindly do the needful as soon as possible.

BURHANUDDIN F	BSC CS	8072128543	burhanfab2000@gmail.com
V PAVITHRA	PSYCHOLOGY	9790865434	d18py026pavi@gmail.com
Ariful Islam	BSW	6379611935	arifulislam01466@gmail.com
RAGHUL	BCOM A&F	7200501511	kick07raghul@gmail.com
KABIR SULTHANA. K	BCOM G	8148833829	sulthanass2023@gmail.com
Vishal kumar	BCA	9514127830	e18ca048vishal@gmail.com
D. Chirak	BSW	6379277037	adamchirak96@gmail.com
Shanmugapriya	BSW	9941073780	Shanmugapriyapriya262@gmail.com
Viswanathan B.A	BSC CS	8825839826	viswanathanferrari@gmail.com

Sathishkumar.M	BSC CS	8939789953	sathishkumar01433410@gmail.com
Koushik A	BCA	9500025604	koushikprasana00@gmail.com
Cicily Elizabeth D'souza	BCOM A&F	7358496489	dsouzacicily1007@gmail.com
Nivedha A	BCOM G	9080974336	athevinaethews@gmail.com
Salini S	BCA	9551396569	saliniselvam2@gmail.com
M. Kishore	BCOM G	7092914881	anikkishore007@gmail.com
Priji Sara Philip	BSC CS	7358533514	prijiphilip@gmail.com
Raj Nandni	BCOM A&F	7708127512	nandni15072000@gmail.com
Nivvedha. S	BCOM G	9791019351	Nivvedhasivakumar@gmail.com
Kishore R	BCOM G	9941858268	kishorekizzy12@gmail.com
Aswin Raj B.V	BSC CS	9445957299	residence047@gmail.com
Pavithra	BCA	8939602373	ipavithrad18ca062@gmail.com





To,

03.04.2021

N. Hemalatha,
No. 2 F Block, Rajbhavan,
Guindy, Chennai - 600022.

Dear Hemalatha,

We are glad to offer you an appointment with M/s **ONTWIKKEL CORP** as a **Jr. Copywriter** and you will receive a stipend of INR 5,000 for the first 3 months (training period). Your official date of joining is **May 3rd, 2021 Monday**.

You job responsibilities will include essential functions discussed with you during your interview as well as those specific to your job description that may be assigned to you from time to time.

To note

1. Jr. Copywriter role is a 3-month training program at Ontwikkel Corp.
2. During the 3-months, the associate will be given exposure to work on all the live projects.
3. At the end of the 3-month training, the associate will be absorbed as a full-time employee based on the associate's performance metrics & their interest level with the Agency.
4. Salary will be as per market standards once the associate becomes employee.

We look forward for your anticipated association with this company.

Sincerely,

For,
ONTWIKKEL CORP

Authorized Signatory
(CEO & Managing Director)



Ontwikkel Corp
'Century Court',
#B/1, Kasturi Estate 2nd Street,
Poes Garden,
Chennai 600 086.

+91 44 2499 6919
info@ontwikkelcorp.com
www.ontwikkelcorp.com



To,

03.04.2021

S. Sneha,
No 37/54, Kasima nagar,
3 rd street, Royapuram,
Chennai - 600 013

Dear Sneha,

We are glad to offer you an appointment with M/s **ONTWIKKEL CORP** as a **Social Media Trainee** and you will receive a stipend of INR 5,000 for the first 3 months (training period). Your official date of joining is **April 7th 2021, Wednesday**.

Your job responsibilities will include essential functions discussed with you during your interview as well as those specific to your job description that may be assigned to you from time to time.

To note

1. Social Media Trainee role is a 3-month training program at Ontwikkel Corp.
2. During the 3-months, the associate will be given exposure to work on all the live projects.
3. At the end of the 3-month training, the associate will be absorbed as a full-time employee based on the associate's performance metrics & their interest level with the Agency.
4. Salary will be as per market standards once the associate becomes employee.

We look forward for your anticipated association with this company.

Sincerely,

For,
ONTWIKKEL CORP

Authorized Signatory
(CEO & Managing Director)



Ontwikkel Corp
'Century Court',
#B/1, Kasturi Estate 2nd Street,
Poes Garden,
Chennai 600 086. +91 44 2499 6919
info@ontwikkelcorp.com
www.ontwikkelcorp.com



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science

Date: 03-May-2021

Dear Shriram (B.Com)

Congratulations!!!

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

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Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear Vignesh.B (BA English)

Congratulations!!!

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

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**Talent Acquisition
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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear Hariharasudhan K (B.Com)

Congratulations!!!

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

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- Medical Fitness Certificate- saying you are fit enough to work in night shifts.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear Aiswarya G S (BA English)

Congratulations!!!

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

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

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

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear Vishal Kumar (BCA)

Congratulations!!!

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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear Satish Kumar Rout (BCA)

Congratulations!!!

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

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Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear Prashanth Raja Sk (B.Com)

Congratulations!!!

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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear J. Poovarasan (Bsc. Mathematics)

Congratulations!!!

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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear Dinesh Kumar.T (B.Com)

Congratulations!!!

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

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Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Patrician College of Arts & Science
Date: 03-May-2021

Dear Nivedha A (B.Com)

Congratulations!!!

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

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Yours sincerely,

**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

7/13/2021

Gmail - Wipro Campus Update_LOI



Koushik A <koushikprasana00@gmail.com>

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+1akwe-a09ceb0ef5@talent.icims.com>

3 June 2021 at 01:08

Reply-To: Campus HR Team <wipro+email+1akwe-a09ceb0ef5@talent.icims.com>

To: koushikprasana00@gmail.com

June 3, 2021

Dear A. Koushik ,
Resume Number - 20859002

Based on our discussion with you, we would like to inform you of our intent to offer you the role of **Scholar Trainee- Work Integrated Learning Program** which will be in Career Band **WASE/WIMS** of the organization.

The stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,
For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to koushikprasana00@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=9D4620859002&contactId=7209526>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

<https://mail.google.com/mail/u/0?ik=753cd4659d&view=pt&search=all&permthid=thread-f%3A1701485154585215632&siml=msg-f%3A17014851545...> 1/2



Subject: wipro Campus Update_L01

To: <saliniselvam2@gmail.com>

July 1, 2021

Dear Salini S ,

Resume Number - 20859119

Based on our discussion with you, we would like to inform you of our intent to offer you the role of **Scholar Trainee- Work Integrated Learning Program** which will be in Career Band **WASE/WIMS** of the organization.

The stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
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Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,
For **Wipro Limited**,

Apama Shailen
General Manager - Human Resources



Dear **SUSHMITHA S**,

Resume Number - 20842851

Based on our discussion with you, we would like to inform you of our intent to offer you the role of **Scholar Trainee- Work Integrated Learning Program** which will be in Career Band **WASE/WIMS** of the organization.

The stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
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Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a pre-condition to the issuance of offer of appointment.

Yours sincerely,
For **Wipro Limited**,

Apama Shailen
General Manager - Human Resources



Offer: Computer Consultancy
Ref: TCSL/DT20207481703/Chennai
Date: 17/03/2021

Mr. Koushik A
No 195, Second Floor Sri Lakshmi Nagar 1st Main Road,
Valasaravakkam,
Chennai-600087,
Tamil Nadu.
Tel# 91-8807369608

Dear Koushik A,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** 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, this offer is liable to lapse at the discretion of TCS 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 and you meeting the TCS eligibility criteria.

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 **₹7,950/-** per month.

TCS Confidential
TCSL/DT20207481703

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



(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.



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.



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.



2. Associate's Obligations

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

3. Intellectual Property Rights

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



Annexure 3

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.



Annexure 2

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



GROSS SALARY SHEET

Annexure 1

Name	Koushik A
Designation	Graduate Trainee
Institute Name	Patrician College Of Arts And Science

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
Retention Incentive	NA	0
TOTAL GROSS	15,129	1,90,926

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.

##Contribution towards Employees' State Insurance borne by TCS.

*** 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.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110



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



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

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



23. 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.



documents

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

19. 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.

20. 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.

21. 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.

22. 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.



including termination of traineeship/service without notice.

18. 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 TCSSL) 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



12. TATA Code of Conduct

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

13. 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.

14. 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.

15. 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.

16. 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.

17. 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.



8. 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.

9. 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.

10. 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 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.

11. Terms and Conditions

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



months (including the TCS Xperience Program 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 program, 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.

3. 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.

4. 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.

5. 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.

6. 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.

7. 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.



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.

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 50% 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. Training Period

You will be required to undergo class room and on the job training in the first twelve

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TCSL/DT20207481703

4

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

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

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



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

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.

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.

Loans

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

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

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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 ₹3,180/- 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. Personal Allowance

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. 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 ₹1,500/-. 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.

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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 program, 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.

3. 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.

4. 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.

5. 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.

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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.

7. 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.

**Date:28-Aug-2021****Name: Sajjan Chanchal Devasahayam**
Ref: Campus**LETTER OF INTENT**

Further to the discussion you had with us, we are pleased to inform that you have been selected to undergo training at CSS Corp, and on successful completion of the training and business selection you will be starting at a compensation in the range of **Rs.2,12,000 per annum** as Gross Annual Remuneration that includes a variable component, for providing technical support services to our customers subject to you meeting and fulfilling the following terms and conditions.

Broad Terms and Conditions:

1. You will be required to report either at our office in Chennai – CSS Corp (AMBIT IT Park, Ambattur, Chennai) or attend the Virtual Instructor lead training program by **September 2021** and register yourself formally for the Pre-employment Training Program following our official intimation by phone/e-mail.
2. The training will be spread over a maximum of 60 days either in one go or in a deferred manner, as CSS Corp may determine which of the training modules will be included.
3. You need to ensure 95% attendance. An online/panel assessment will be administered at the end of each and every element of the program and you are required to meet the passing thresholds in all assessments including final assessment.
4. CSS Corp may at its sole discretion offer employment to you on successful completion of the training as stated in this LOI and subject to you passing your academic degree, and achieving the standards specified by CSS Corp.
5. You are made aware of and you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on Stack Ranking of your performance during the Training period and CSS Corp is not obligated to offer employment.
6. If you are offered an employment, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.



**CSS Corp Private Limited**

CIN: U72900TN2000PTC115034

Regd Address: No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai – 600058, Tamil Nadu, India

8. You will not be eligible for any remuneration or stipend from CSS Corp during the training period. However, upon successful completion of the training and upon you joining CSS Corp in furtherance to an employment offer letter issued by CSS Corp, you will be eligible for a one-time graduation bonus of Rs.15,000.00 that will be distributed and paid in three (3) equal instalments during the first 9 months of you joining CSS Corp as employee and as per the terms and conditions.

9. In the event of any reason, should you leave the Company within 1 year of your service, then you are liable to payback immediately all expenses incurred by the company including and not limiting to graduation bonus.

10. Please note that CSS Corp does not charge any fee at any stage of the recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for training or recruitment.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited !!!

For CSS Corp Private Limited.,

Inigo Paul

Director – Talent Acquisition

1. Annexure 1 - Salary Working

2. Annexure 2 – Self declaration by the trainee (kindly fill and return it before joining)





Annexure I

Salary Working			
Name: Sajjan Chanchal Devasahayam			
Designation : Engineer Trainee - Technical Support		Grade:	JL 1 B
Guaranteed Compensation	Explanatory Notes	Monthly	Annual
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	4,303	51,637
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,232	14,779
Total Guaranteed Compensation (TGC)		15,667	188,000
Variable Component			
Variable Performance Pay**			24,000
Gross Cost to Company (CTC)			212,000
Bonus			
Graduation Bonus***			15,000

Note:

*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs

** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.

***You will be eligible for a joining bonus which is INR 15000 which will be paid to me in 3 equal installments of INR 5,000 along with my 1st, 6th and 9th months' salary

Dear Academia Partner,

Greetings from **TATA CONSULTANCY SERVICE**

Please find the final interview status from **PATRICIAN COLLEGE OF ARTS AND SCIENCE** college.

Name	Mobile	Email ID	Degree	Final Status
AAKASH G	9003132398	aakashd18af001@gmail.com	Bachelor of Commerce - B.Com.	Interview is Work in progress
Daniel A	7358170450	danieldevaraj1000@gmail.com	Bachelor of Commerce - B.Com.	Interview is Work in progress
Deepthi Bahirathan	9941283308	deepthipadmanathan@gmail.com	Bachelor of Commerce - B.Com.	Interview is Work in progress
Dhanush Kannan	9445710162	ghanushrkannan@gmail.com	Bachelor of Commerce - B.Com.	Final Select
Jaaziel Devaraj	7550193111	jaazieldevaraj8@gmail.com	Bachelor of Commerce - B.Com.	Interview is Work in progress
Lokesh G	7550037957	lokeshofficial0222@gmail.com	Bachelor of Commerce - B.Com.	Interview is Work in progress
Swetha R	7010942640	Swetha7621@gmail.com	Bachelor of Commerce - B.Com.	Interview is Work in progress
lingeshwaran.G	9952979691	lingeshwar2000@gmail.com	B.com general	Final Select
K. MADHUMITHA	9962005923	madhukumar.as.01@gmail.com	B.COM(CS)	Final Select





Offer: Computer Consultancy
Ref: TCSL/DT20206953954/Chennai
Date: 02/06/2021

Ms. Salini Selvam
No:4/1Andal Amman Street,
Ramapuram,
Chennai-600089,
Tamilnadu.
Tel# -

Dear Salini Selvam,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** 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, this offer is liable to lapse at the discretion of TCS 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 and you meeting the TCS eligibility criteria.

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 **₹7,950/-** per month.

TCS Confidential
TCSL/DT20206953954

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

STRICTLY PERSONAL

Date : August 23, 2021
Name : Ms.Archana
Location : Chennai

Sub: Letter of Intent

Dear Archana,

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on **August 23, 2021** at 10:00 AM.

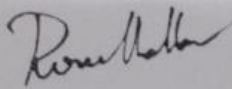
The offer is subject to the company receiving the following documents:

1. A satisfactory note from the list of references furnished by you at the time of interview.
 2. A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
 3. Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, experience, etc.
 4. If currently employed, copy of the relieving letter from your present employer.
 5. You will initially undergo a comprehensive **Foundation Level Training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
 6. Your monthly Gross Salary will be **10100/-**. The break-up of your Salary is attached in Annexure.
- We are looking forward to you building a successful career with Allsec Technologies Ltd.

Signing or execution of this document including all annexures thereto by electronic means or scanned means shall be deemed equivalent in all respects to the signing by manual means. Likewise, delivery of such documents as an attachment to an email shall be deemed equivalent in all respects to the delivery of an original document.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory

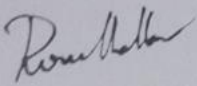
ANNEXURE – SALARY & BENEFITS

Salary Components	Per Month	Per Annum
Basic	5600	67200
House Rent Allowance	3500	42000
Bonus	1000	12000
Gross Salary	10100	121200

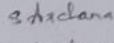
Other benefits:

1. Provident Fund - As per PF Act.
2. Employee State Insurance - As per ESI Act.
3. Gratuity - As per Gratuity Act.

For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

Signature: 
Name: g. Aschana



STRICTLY PERSONAL

Date : August 23, 2021
Name : Ms. Sharmila Mary
Location : Chennai

Sub: Letter of Intent

Dear Sharmila Mary,

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on **August 23, 2021** at 10:00 AM.

The offer is subject to the company receiving the following documents:

1. A satisfactory note from the list of references furnished by you at the time of interview.
 2. A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
 3. Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, experience, etc.
 4. If currently employed, copy of the relieving letter from your present employer.
 5. You will initially undergo a comprehensive **Foundation Level Training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
 6. Your monthly Gross Salary will be **10100/-**. The break-up of your Salary is attached in Annexure.
- We are looking forward to you building a successful career with Allsec Technologies Ltd.

Signing or execution of this document including all annexures thereto by electronic means or scanned means shall be deemed equivalent in all respects to the signing by manual means. Likewise, delivery of such documents as an attachment to an email shall be deemed equivalent in all respects to the delivery of an original document.

Best Wishes,

For Allsec Technologies Limited,



POSITIVE

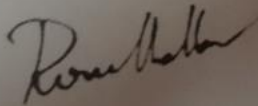
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Salary Components	Per Month	Per Annum
Basic	5600	67200
House Rent Allowance	3500	42000
Bonus	1000	12000
Gross Salary	10100	121200

Other benefits:

1. Provident Fund - As per PF Act
2. Employee State Insurance - As per ESI Act
3. Gratuity - As per Gratuity Act

For Allsec Technologies Limited.



Authorized Signatory
Human Resources Department

Signature:
Name:





20-08-2021

Jonathan Doll K
Chennai

Subject: LETTER OF OFFER

Dear Jonathan,

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Information Retrieval Officer**. You will be on probation for a period of six months from your date of joining which will be on or before **23-08-2021**.

The annual compensation calculated on Cost to Company will be **INR 192000/-**.

Your place of posting will be **Chennai**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika Singh

Regional Head - Human Resources



20-08-2021

STAFFORD MATTHEW NOEL MURRAY
Chennai

Subject: **LETTER OF OFFER**

Dear STAFFORD,

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Information Retrieval Officer**. You will be on probation for a period of six months from your date of joining which will be on or before **23-08-2021**.

The annual compensation calculated on Cost to Company will be **INR 192000/-**.

Your place of posting will be **Chennai**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

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For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika Singh

Regional Head - Human Resources



Nallasivam Vallinayaham <nalla.sivam@sitel.com>

Tue, Aug 10, 2021, 9:01 PM



to me ▼

Dear Placement head,

PFB the list of joiners from our Virtual Campus 2021.

Gender	Location	ECN	Employee Name	DOJ	Designation	Source	Source details
Male	Chennai	1368084	Harishabh Shashank	2-Aug-21	Customer Service Professional	Campus	Patrician
Female	Chennai	1368085	Shakthi	2-Aug-21	Customer Service Professional	Campus	Patrician
Female	Chennai	1368088	Samyuktha	2-Aug-21	Customer Service Professional	Campus	Patrician

Thanks & Regards ,

Nallasivam V

HR Manager – Talent Acquisition , SITES Group

+91-9566030003.

Chennai | SITES.com





August 5, 2021

Mr. Balaji A
Chennai.

Dear Balaji,

We are pleased to offer you an employment in our Company as a “Trainee Process Associate” on a salary of **Rs.2,20,000 (Rupees Two Lakh and Twenty Thousand only)** per annum.

1. Date of Appointment

Your appointment is effective from the date of joining which shall be on or before August 9, 2021.

2. Probationary Period

You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the company, you are found suitable in the appointed post, you will be confirmed in the services of the organization.

3. Provident Fund

You will participate in the company provident fund scheme as applicable to your category of employees.

4. Salary Review

Your salary will be reviewed periodically as per the company policy. Your increments are discretionary and will be subject to, and on the basis of, effective performance and results.

5. Leave

You will be covered by leave, holidays and the working hours policy as applicable to your category of employees.

6. Other Work

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business, during the employment with the company, without permission in writing from the organization.



7. Transfer

You will liable to transfer in such capacity as the company may, from time to time, determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies. In such case, the terms and conditions of service applicable to the new assignment will govern you.

8. Responsibilities

Your main responsibility would be in the area of BSS. As part of the team, you will be expected to adhere to the Information Security Policy requirements, client's contractual needs and any other requirements that may be communicated by the Company from time to time. Non-adherence to company policies on the above fronts could entail disciplinary action against you by the Company. You are expected to effectively perform to ensure you deliver results and may be expected to work extra hours to achieve this, where the situation so requires.

9. Confidential Information

You will not, at any time, without the consent of the President, disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

10. Protection of Interest

During the period of your employment with us, all the work done by you as part of your job will automatically be deemed to be the property of Congruent. If you conceive any new or advanced methods of improving processes / systems in relation to the operation of the company, such developments will be fully communicated to the company and will be and remain the sole right / property of the company.

11. Past Record

Please note that this appointment is subject to background checks. If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to removal from services without any notice.

12. Notice Period

It is mandatory to give 3 months advance notice in writing to the Company in the event of your resignation or 3 months pay in lieu thereof. This contract of employment is terminable by either party by giving three months (90 days) notice. Either party is not bound to give any reason thereof. The company reserves the right to pay or recover salary in lieu of notice period. The company may, at its discretion, relieve you from such date as it may deem fit even before the expiry of notice period without compensating for the unexpired period and is not bound to give any reasons thereof. The company may refuse to relieve you by a requested date or extend your date of separation by not more than 90 days, in cases where the projects entrusted to you is/ are likely to be affected due to your decision to resign by that date. This decision vests solely with the management. If your performance is found to be unsatisfactory, your employment is liable to be terminated with 30 days notice. The company is entitled to levy costs, in case of breach of any of the above terms and conditions, to the extent of the actual loss suffered.



13. Arbitration

Any dispute which may arise between you and the Company in connection with the interpretation of this appointment letter with regard to the rights or obligations of either party here under or with regard to the validity or enforceability thereof shall be settled to the mutual satisfaction of the parties within thirty (30) days (or such longer period as may be mutually agreed upon) of the date either party informs the other in writing that such a dispute exists. In case such a mutual agreement is not arrived at, the dispute shall be referred to a sole Arbitrator appointed by the Company. Arbitration shall be governed by the provisions of the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted in English language and be held in Chennai.

14. On Separation

On acceptance of the separation notice, you will immediately give up to the company all correspondence, specifications, books, documents, literature, effects or records etc. belonging to the company or relating to its business and shall not make or retain any copies of these items. For a period of one year following your separation, you shall not, directly or indirectly, invite or be instrumental in the recruitment / engagement of any of your former colleagues to employment with your new employer(s).

The above terms and conditions are subject to company policy.

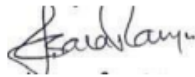
The following are required to be furnished by you within one week from the date of joining:

- Stamp size photographs (2 Nos.)
- Your contact phone number if any
- Your blood group
- Copy of your passport (If you do not possess one, please apply for one and intimate us)

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

Yours sincerely,

For Congruent Solutions Pvt. Ltd.



BALARAMAN J
PRESIDENT



August 5, 2021

Ms. Niha Rekha D
Chennai.

Dear Niha Rekha,

We are pleased to offer you an employment in our Company as a "Trainee Process Associate" on a salary of **Rs.2,20,000 (Rupees Two Lakh and Twenty Thousand only)** per annum.

1. Date of Appointment

Your appointment is effective from the date of joining which shall be on or before August 9, 2021.

2. Probationary Period

You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the company, you are found suitable in the appointed post, you will be confirmed in the services of the organization.

3. Provident Fund

You will participate in the company provident fund scheme as applicable to your category of employees.

4. Salary Review

Your salary will be reviewed periodically as per the company policy. Your increments are discretionary and will be subject to, and on the basis of, effective performance and results.

5. Leave

You will be covered by leave, holidays and the working hours policy as applicable to your category of employees.

6. Other Work

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business, during the employment with the company, without permission in writing from the organization.

1st Floor, North Wing, Central Square 1, C28-C35, CIPET Road, Thiru Vi Ka Industrial Estate,
Guindy, Chennai - 600 032

**7. Transfer**

You will liable to transfer in such capacity as the company may, from time to time, determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies. In such case, the terms and conditions of service applicable to the new assignment will govern you.

8. Responsibilities

Your main responsibility would be in the area of BSS. As part of the team, you will be expected to adhere to the Information Security Policy requirements, client's contractual needs and any other requirements that may be communicated by the Company from time to time. Non-adherence to company policies on the above fronts could entail disciplinary action against you by the Company. You are expected to effectively perform to ensure you deliver results and may be expected to work extra hours to achieve this, where the situation so requires.

9. Confidential Information

You will not, at any time, without the consent of the President, disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

10. Protection of Interest

During the period of your employment with us, all the work done by you as part of your job will automatically be deemed to be the property of Congruent. If you conceive any new or advanced methods of improving processes / systems in relation to the operation of the company, such developments will be fully communicated to the company and will be and remain the sole right / property of the company.

11. Past Record

Please note that this appointment is subject to background checks. If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to removal from services without any notice.

12. Notice Period

It is mandatory to give 3 months advance notice in writing to the Company in the event of your resignation or 3 months pay in lieu thereof. This contract of employment is terminable by either party by giving three months (90 days) notice. Either party is not bound to give any reason thereof. The company reserves the right to pay or recover salary in lieu of notice period. The company may, at its discretion, relieve you from such date as it may deem fit even before the expiry of notice period without compensating for the unexpired period and is not bound to give any reasons thereof. The company may refuse to relieve you by a requested date or extend your date of separation by not more than 90 days, in cases where the projects entrusted to you is/ are likely to be affected due to your decision to resign by that date. This decision vests solely with the management. If your performance is found to be unsatisfactory, your employment is liable to be terminated with 30 days notice. The company is entitled to levy costs, in case of breach of any of the above terms and conditions, to the extent of the actual loss suffered.

**13. Arbitration**

Any dispute which may arise between you and the Company in connection with the interpretation of this appointment letter with regard to the rights or obligations of either party here under or with regard to the validity or enforceability thereof shall be settled to the mutual satisfaction of the parties within thirty (30) days (or such longer period as may be mutually agreed upon) of the date either party informs the other in writing that such a dispute exists. In case such a mutual agreement is not arrived at, the dispute shall be referred to a sole Arbitrator appointed by the Company. Arbitration shall be governed by the provisions of the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted in English language and be held in Chennai.

14. On Separation

On acceptance of the separation notice, you will immediately give up to the company all correspondence, specifications, books, documents, literature, effects or records etc. belonging to the company or relating to its business and shall not make or retain any copies of these items. For a period of one year following your separation, you shall not, directly or indirectly, invite or be instrumental in the recruitment / engagement of any of your former colleagues to employment with your new employer(s).

The above terms and conditions are subject to company policy.

The following are required to be furnished by you within one week from the date of joining:

- Stamp size photographs (2 Nos.)
- Your contact phone number if any
- Your blood group
- Copy of your passport (If you do not possess one, please apply for one and intimate us)

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

Yours sincerely,
For Congruent Solutions Pvt. Ltd.

BALARAMAN J
PRESIDENT

Niha Rekha D



August 6, 2021

Mr. Divakar K V Chennai.

Dear Divakar,

We are pleased to offer you an employment in our Company as a “Trainee Process Associate” on a salary of **Rs.2,20,000 (Rupees Two Lakh and Twenty Thousand only)** per annum.

1. Date of Appointment

Your appointment is effective from the date of joining which shall be on or before August 9, 2021.

2. Probationary Period

You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the company, you are found suitable in the appointed post, you will be confirmed in the services of the organization.

3. Provident Fund

You will participate in the company provident fund scheme as applicable to your category of employees.

4. Salary Review

Your salary will be reviewed periodically as per the company policy. Your increments are discretionary and will be subject to, and on the basis of, effective performance and results.

5. Leave

You will be covered by leave, holidays and the working hours policy as applicable to your category of employees.

6. Other Work

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business, during the employment with the company, without permission in writing from the organization.



7. Transfer

You will liable to transfer in such capacity as the company may, from time to time, determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies. In such case, the terms and conditions of service applicable to the new assignment will govern you.

8. Responsibilities

Your main responsibility would be in the area of BSS. As part of the team, you will be expected to adhere to the Information Security Policy requirements, client's contractual needs and any other requirements that may be communicated by the Company from time to time. Non-adherence to company policies on the above fronts could entail disciplinary action against you by the Company. You are expected to effectively perform to ensure you deliver results and may be expected to work extra hours to achieve this, where the situation so requires.

9. Confidential Information

You will not, at any time, without the consent of the President, disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

10. Protection of Interest

During the period of your employment with us, all the work done by you as part of your job will automatically be deemed to be the property of Congruent. If you conceive any new or advanced methods of improving processes / systems in relation to the operation of the company, such developments will be fully communicated to the company and will be and remain the sole right / property of the company.

11. Past Record

Please note that this appointment is subject to background checks. If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to removal from services without any notice.

12. Notice Period

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13. Arbitration

Any dispute which may arise between you and the Company in connection with the interpretation of this appointment letter with regard to the rights or obligations of either party here under or with regard to the validity or enforceability thereof shall be settled to the mutual satisfaction of the parties within thirty (30) days (or such longer period as may be mutually agreed upon) of the date either party informs the other in writing that such a dispute exists. In case such a mutual agreement is not arrived at, the dispute shall be referred to a sole Arbitrator appointed by the Company. Arbitration shall be governed by the provisions of the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted in English language and be held in Chennai.

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The above terms and conditions are subject to company policy.

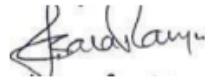
The following are required to be furnished by you within one week from the date of joining:

- Stamp size photographs (2 Nos.)
- Your contact phone number if any
- Your blood group
- Copy of your passport (If you do not possess one, please apply for one and intimate us)

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

Yours sincerely,

For **Congruent Solutions Pvt. Ltd.**



BALARAMAN J PRESIDENT





RORITO INTERNATIONAL PVT. LTD.

(formerly G.M.PENS INTERNATIONAL PVT. LTD.)

Regd. Office: No.2, Janakpuri, Velachery Bypass Road, Velachery, Chennai - 600 042, India.
Tel.: +91 44 2245 4140 / 2245 4141, CIN: U35991TN1995PTC062444.
E-mail: ho@roritoworld.com www.roritoworld.com

RORITO: HRD: 016: 2021-2022

August 03, 2021

Mr. SRINATH

S/o. Lakshmiopathy

No.13/4, Raman Avenue,

Vandikaren Street, Velachery,

CHENNAI – 600 042.

TAMIL NADU

Dear Mr. Srinath,

Sub: Offer for Training

Further to your application and our interview / discussions held on 14.07.2021, we are pleased to offer you the position of **"TRAINEE – HUMAN RESOURCES DEVELOPMENT"** in our organization based at **CHENNAI (TAMIL NADU)**, as per the following terms and conditions.

1. Your monthly stipend will be as follows:

Basic Pay	: Rs. 10,148.00 p.m.
House Rent Allowance	: Rs. 5,535.00 p.m.
Conveyance Allowance	: Rs. 2,767.00 p.m.
Total	: Rs. 18,450.00 p.m.

(Rupees Eighteen Thousand Four Hundred and Fifty only) per month.

- This offer of training is subject to you are being medically fit. You are therefore advised to undergo a Pre-Training Medical Examination (as per Annexure-I) and submit the fitness certificate and original reports for our record. The company will reimburse a maximum amount of Rs.750/- (Rupees seven hundred and fifty only) towards this medical examination on submission of original bills / receipts. The pre-training medical examination should be done atleast one day before the date of joining and only on submission of a fitness certificate, the offer is valid and you will be allowed to join as per this offer.
- In case you are currently employed, you are requested to get the relieving order from your present employer and a copy of the same should be submitted to us at the time of joining. Your relieving date from the present employer should be atleast one day before your date of joining in our organization. In the absence of relieving order as mentioned above, you will not be allowed to join in our organization as per this offer of training.

Contd.....

Rorito®

WRITE SITE®

CLIPPER®



11th December 2021

Ms. Rashmitha Iruthaya Varshini X
Chennai

LETTER OF INTENT

Dear Rashmitha,

With reference to your application and the subsequent meetings we had we are pleased to offer you a position of **Human Resources Coordinator** at the Crowne Plaza Chennai Adyar Park as per the following details.

Position	: Human Resources Coordinator
Job Band	: S - 05
Report to	: Director of Human Resources
Employer	: Adyar Gate Hotels Ltd., trading as Crowne Plaza Chennai Adyar Park
Expected Date of Joining	: 13 th December 2021
Compensation	: As per the attached Annexure A

Your letter of appointment along with the compensation and benefits details will be issued to you upon joining. This letter of intent is subject to verification of your credentials and due reference/conduct checking from your previous employers. In case of any adverse discovery from any of the above, this offer maybe withdrawn or amended. Please note your appointment would be strictly, subject to you successfully passing out the medical tests.

Please confirm your acceptance of this offer by signing the duplicate copy in writing within 3 days of receipt of this letter. Please note if you are unable to commence employment on the indicated date, this employment will stand automatically cancelled.

You are required to report at the hotel on the advised date at 10:00 am to the Human Resources Department along with the mentioned documents as per Annexure B. Should you have any questions regarding this offer, please feel free to contact Samson Mathews, Director - Human Resources at 9790134343.

We look forward to welcoming you to Crowne Plaza Chennai Adyar Park.

Best Regards,
For Crowne Plaza Chennai Adyar Park



Samson Mathews
Director – Human Resources

I accept the above offer of employment and shall report duty not later than.....

Name: Rashmitha Iruthaya Varshini X
Signature & Date:

Crowne Plaza Chennai Adyar Park
T +44 2499 4101 F + 44 2499 7201
info@cpchennai.com
www.crowneplaza.com
132, TTK Road, Alwarpet,
Chennai 600 018, India
Toll Free No. : 18001033066



NEWGEN NANDAVANAM CHARITABLE TRUST

No.4 First Floor, G3 Buildings, Barathi Nagar, Cross Street,
Off L.B Road, Thiruvannamiyur, Chennai – 600 041, TAMILNADU.

December 9, 2021

To

Mr. Peter Livingston
Chennai

Dear Peter

Further to your application for employment, and the subsequent interviews you had with us, we are delighted to offer you a position **"Social worker for Learning Center"**, with Newgen Nandavanam Charitable Trust, on the following terms and conditions:

Your position will carry a Compensation of **₹2,53,596/- (Rupees Two Lakhs Fifty Three Thousand Five hundred and Ninety Six Only) per annum.**

Your date of appointment is effective from your date of joining. You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation you will be confirmed in the service. Start date 13th December 2021 end date of probation 12th March 2022.

1. Your association and employment will be governed by the various policies, rules, regulations and guidelines of the organization that are in force from time to time.
2. The terms of this offer letter shall at all times remain confidential and should not be disclosed to any person / party.
3. You will be eligible for leave in accordance with Newgen Nandavanam Charitable Trust's Leave Policy.
4. You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the organization.
5. Newgen Nandavanam Charitable Trust will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities with us.
6. During your employment with Newgen Nandavanam Charitable Trust and for a year thereafter you shall not solicit any employee of Newgen Nandavanam Charitable Trust to leave their employment in order to join or provide services to another organization / person / entity which is not affiliated to Newgen Charitable Trust. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the organization.
7. Newgen Charitable Trust will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities with us.



NEWGEN NANDAVANAM CHARITABLE TRUST

No.4 First Floor, G3 Buildings, Barathi Nagar, Cross Street,
Off L.B Road, Thiruvanniyur, Chennai – 600 041, TAMILNADU.

8. During your employment with Newgen Nandavanam Charitable Trust and for a year thereafter you shall not solicit any employee of the Newgen Nandavanam Charitable Trust to leave their employment in order to join another organization or provide services to another organization / person / entity which is not affiliated to Newgen Nandavanam Charitable Trust. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the organization.
9. In order to protect the confidential information of Newgen Nandavanam Charitable Trust, you shall not directly or indirectly disclose, divulge or make public any of our technical and other important information which might come to your knowledge while you are employed by us or thereafter.
10. This employment is subject to professional reference / background checks and documentary evidences of your academics and previous employment. If at any time it is found that you have furnished false information or withheld or suppressed any material fact or information, Newgen Nandavanam Charitable Trust shall be entitled to forthwith terminate your employment without any assigning reasons / notice.

If you chose to resign from your services of Newgen Nandavanam Charitable Trust, you will be required to give 30 days' advance notice, or salary in lieu of the same. However, acceptance of salary in lieu of notice will be at the discretion of the management. If situations warrant, as in the case of breach of policies, misconduct etc., Newgen Nandavanam Charitable Trust may decide to terminate your employment with immediate effect.

Kindly sign and return a copy of this letter as a token of your acceptance of the terms stated above.

We welcome you and wish you every success in your association with Newgen Nandavanam

Charitable Trust! We wish you a long, rewarding and fulfilling career and look forward to your joining

us.

Sincerely,
For Newgen Nandavanam Charitable Trust



Senthil Kumar S
Trustee

I have read, understood and agree to the terms and conditions as set forth in this offer letter. I hereby accept the appointment on the said terms and conditions and will commence work at Newgen Nandavanam Charitable Trust on or before 13.12.2021

P. PETER LIVINGSTON
Name of the applicant (in Block Letters)

 11.12.2021
Acceptance Signature with date



INDIAN COUNCIL FOR CHILD WELFARE

TAMIL NADU

No.5, 3rd Main Road West, Shenoy Nagar, Chennai - 600 030.

☎ : 044 - 2626 0097, 2628 2833 E-mail : iccwt@gmail.com

President Tmt. Andal Damodaran		Vice Presidents Tmt. Seetha Muthalah, Tmt. Chandradevi Thanikachalam, Tmt. Usha Ramakrishnan	
Consultant Tmt. Girija Kumarbabu	Hon.Gen.Secretary Tmt. Padma Yerra	Hon.Treasurer Tmt. M.Valjayanthi Bashyakarl	Hon. Joint Secretary Thiru Anbarasu
			Hon. Joint Secretary (South) Tmt. Valli Annamalai

Ref. : ICCW-TN/APPT/2021-2022/507

Date : 08.12.2021

Mr. Nitish Kumar. U.,
No.104/66, Shanmugarayan Street,
Sevenwells,
Chennai-600 001.

Dear Mr. Nitish Kumar,

We are pleased to offer you a position as a Counsellor in the residential facility for children in need of care and protection run by the Indian Council for Child Welfare, Tamil Nadu at Shenoy Nagar, Chennai.

The terms of your employment are as follows:

Commencement: Your employment commences on the 6th December 2021.

Probation: You will be under probation till the 31st March 2021 and will be considered for a regular employment from 1st April 2021 if your performance is found to be satisfactory.

Allocated Place of Work: You will be based in our Home at Shenoy Nagar, Chennai. Though your role does not normally require you to travel, in the case of any need, we might request you to undertake an outstation trip.

Role and Responsibilities:
The responsibilities that go with your role are outlined below: -

- Carrying out the activities of the Home as assigned to you.
- Ensure rapport building and smooth coordination with relevant stakeholders.
- Preparation of documents as per the need of the DCPU.
- Any other task required to complete the deliverables as assigned.

Reporting: The job requires your reporting primarily to the Superintendent. You are required to comply with the Organization's rules and regulations at all given times and to always act in a manner that protects the interest of the Council.

Compensation: A consolidated compensation of Rs.15,000/- per month is offered for this role.

Working hours: The working hours are normally 10 AM to 6 PM (Monday-Saturday) at the Residential Home at Shenoy Nagar. If required, on occasion you may be requested to be available outside these stipulated hours.

 *Continuation Sheet...*

(2)

Notice: Notwithstanding anything contained above, the Management can terminate your service giving notice of one month. You are liable to give us a notice of **two months** before tendering your resignation. Your appointment being an appointment under Grant-in-aid, your services will stand terminated when the Grant is stopped. Even in that case we shall give you one month's notice or one month's pay in lieu of notice.

Please produce a Medical Fitness Certificate obtained from a Medical Practitioner not lower in the rank than a Civil Assistant Surgeon of the Government before joining the service.

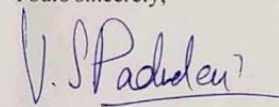
Please apply for and obtain a Police Clearance Certificate upon joining our service.

We will require you to agree to abide by the Child Protection Policy of the Council.

We welcome you to join our team and we hope your contribution enhances the welfare of the children resident in our home.

Please return to us a copy of this letter signed in agreement of the terms set above.

We hope to have a successful professional relationship and wish you all the very best.

Yours sincerely,

Mrs. Padma Yerra,
Hon. Gen. Secretary,
Honorary General Secretary



CC-
1. The Treasurer, ICCW-TN
2. The Accounts Section, ICCW-TN



Date: 26 Jul 2021

Mr Nevil Andley
334/5 Key Present Quarters Barracks Chinnavandi
Solai Coonoor The
Nilgiris 643231

Employee No: 2140625

Dear Mr Nevil Andley

Appointment Letter

We are pleased to appoint you in our organization as HR Executive subject to the following terms and conditions:

1. Your contract will commence from 26 Jul 2021 and expire on 25 Jul 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 26 Jul 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Karamangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com
Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051





make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. You will not disclose any confidential information obtained during the course of your contract tenure with the Client. For clarification purposes, "Confidential Information" shall mean all data, technical information, commercial and research strategies, trade secrets and know-how and any other information related to the business and operations of Client.
12. In the case of termination of Contract by you or Client, all property relating to Client including any research materials, documents, data, ID cards, records and all other confidential information shall be returned to the Client. You acknowledge that during your contract, you will comply with Client's information security policies. Any information security incidents resulting from non-compliance will result in appropriate disciplinary action against you.
13. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
14. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

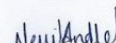
TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to TeamLease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name: NEVIL ANDLEY

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TeamLease Services Limited., CIN No. U74140MH9000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Kasmangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com
Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051



VOLTECH ENGINEERS PVT. LTD.

ISO 9001 : 2015 & ISO 45001 : 2018

Regd. & Corporate Office :
"VOLTECH ECO TOWER"

No 2/429, Mount Poonamallee Road,
Ayyappanthangal, Chennai - 600 056.

Phone : +91-44-43978000 (15 Lines)

Fax : +91-44-42867746

E-mail : voltech@voltechgroup.com

Website : www.voltechgroup.com

GST : 33AACCV0108M12K

CIN : U28999TN2005PTC055691



WELCOME LETTER

**Mr. R Nambl (\$560),
HR - Trainee**

Date: 01.10.2021

Sub: Welcome Letter

Dear Mr. R Nambl,

With reference to your earlier Appointment Order dt. 01.09.2021 and your transfer letter dated 01.10.2021 from **M/s. VOLTECH Manufacturing Company Ltd.**, we welcome you to **VOLTECH Engineers Private Limited** as "**HR - Trainee**" at **WLS** w.e.f. **01.10.2021**. Your remunerations will be as per the annexure attached.

All other terms and conditions remains same as per your earlier appointment order. We wish you all the best in your future endeavors.

For VOLTECH Engineers Private Limited,



M.UMAPATHI
Managing Director



14/04/2021

Kamalnath Vinayagam
No 335, Athipattu
Pudhu Nagar, Vallur,
Thiruvallur,
6000120.

Dear Sir,

Further to the Interview you had with us, we are pleased to appoint you in our factory as **TRAINEE – HR** on the following terms and conditions:

1. Your period of training will be one year from **14/04/2021 to 14/03/2022**.
2. During the course of your training, you will carry out all directions and instructions issued to you by the company, its officer and representatives and diligently and faithfully carryout your duties and obligations. The course and the manner of the training will be decided solely by the company at its discretion and you may be required to work as part of your training in any of the departments of the company.
3. During the course of your training the company will pay you a stipend of **Rs.21500/-**.
4. You will not be entitled to any other benefits.
5. Your work hours of training will be 48 per week and you shall work in shifts. Your paid holidays will be those observed by our factory.
6. During the course of your training, you shall not engage in or be concerned with or be interested, directly or indirectly, in any business, work or activity other than that of the company or commit any act prejudicial to the company or its business (the company being the sole judge thereof)
7. During the period of training you shall conduct yourself as a trainee. You shall abide by the rules and regulations of the establishment in all matters of conduct and discipline.
8. At any time during the period of your training, your training is liable to be terminated at the discretion of the management without assigning any reason and without giving any notice or any compensation whatsoever.
9. During the period of training your services are liable for transfer within the establishment, department or factory and also to any of our associate concerns existing or will come into existence in future.



Corporate Office :
No.3, Sadasivam Street,
Gopalapuram, Chennai - 600 086, India.
Tel : 044 - 2811 4891
CIN : U28990TN2007PTC064917

email : ramsays@vsnl.com

Registered Office :
18, Lodd Govindass Nagar Road,
Chennai - 600 002, INDIA.
Tel : 91 - 044 - 2861 4240

website : www.ramsayscorporation.com



10. Your training shall stand automatically terminated without any notice upon the expiry of the period of training. The management does not guarantee any employment at the end of training period. On successful completion of the said one year training period to the satisfaction of the company of which the company shall be sole judge you will be considered for appointment under such conditions as may be offered by the company subject to availability of a suitable vacancy at that time.

In accordance with the standard practice of our company, we request you to treat the terms of your appointment as confidential.

If you are agreeable to the above terms and conditions, please sign and return to us the duplicate copy of this letter in token of your acceptance and report for training to the undersigned.

Yours Faithfully,

For Ramsays Corporation Pvt Ltd

Authorized Signatory

I have read the above and accept my appointment and all the terms and conditions thereof.

Signature:

Date:



BPCL/SR/APP

24.09.2021

JAWAHAR R

Dear Mr. Jawahar

Engagement as HR Executive Under Apprentices Act 1961 In BPCL

This has reference to the written test, interview and your medical examination for the purpose of engagement as an Apprentice under the provisions of The Apprentices Act' 1961, we are pleased to engage you as a "Apprentice – HR Executive" in our Corporation provisionally, subject to your contract being generated.

You are requested to report to BPCL, Southern Regional Office on 27.09.2021 for further instructions, at the following address at 09:30 a.m.:

**SOUTHERN REGIONAL OFFICE, 1, RANGANATHAN GARDEN,
OFF.11TH MAIN ROAD, POST BOX NO.1212&1213,
ANNA NAGAR, CHENNAI 600040
CONTACT PERSON: MR. N. MEGANATHAN
CHIEF MANAGER EMP. RELATIONS (HRS) SOUTH**

It may please be noted that:

1. Your engagement as an 'Apprentice' will be for a period of one year with effect from 27.09.2021. During the period of apprenticeship training, you'll be paid a stipend of Rs. 25000/- per month. The apprenticeship training is for the purpose of imparting training and doesn't call for employment in the organization after the completion of training.
2. Your engagement as an apprentice shall be governed by the provisions of Apprentices Act, 1961 and the rules made there under.
3. While undergoing apprenticeship training, which will predominantly be on the job training, you are expected to :
 - a) Learn the trade conscientiously and diligently.
 - b) Be regular in attendance.
 - c) Maintain daily learning journal/work diary and get it countersigned by your supervisor every week.
 - d) Carry out lawful advises and directions of the officials at the location.
 - e) Carry out your obligations under the contract of apprenticeship.



For **BHARAT PETROLEUM CORPORATION LIMITED**

N Meganathan

CHIEF MANAGER EMP. RELATIONS (HRS) , SOUTH

I accept the terms and conditions as mentioned in this letter.

Apprentice Name:

Signature:

Date:

JOINING INSTRUCTIONS

You are required to bring the following documents in original and also furnish two sets of photocopies of the same:

1. Certificates in proof of date of birth, qualifications and experience, if any
2. Valid Caste Certificate (applicable to only SC/ST/OBC-Non- Creamy Layer candidates) issued recently by a Competent Authority in the prescribed format
3. PAN Card 4. Aadhar Card.
5. **Details of PAN card and Aadhar card are to be mandatorily submitted on the day of your joining.**
6. 5 passport size and 3 stamp size colour photographs.
7. Blank cheque leaf from your cheque book showing the 9 digit MICR code.
8. National Electronic Fund Transfer (NEFT) Mandate Form duly filled and attested by the authorized official of the Bank having particulars of your account. 9. Police verification certificate



Date: 24th December 2021

To
Mr. Kingsley S
Chennai

Sub: Contract agreement for Mr. Kingsley S

Dear Kingsley S,

With reference to your application and subsequent interview with us, we are pleased to admit you as Contract Retainer on contract in our organization. The following terms and conditions will apply to you:

1. Your contract as **Consultant** shall be for a period of 6 months from **27th December 2021 to 26th June 2022**. The contract can be extended for another specified period with mutual consent. The aforesaid amount includes all statutory dues which is payable or may become payable in future and you shall not hold our organization responsible for any such.
2. You shall be paid a consolidated amount of **INR 25,000/- per month**, subject to Income tax deduction at source.
3. You will be required to undertake the necessary joining formalities with the company at the time of starting of your assignment.
4. You are being engaged for this assignment on the basis of your particulars and information made available by you and in case the said particulars/information is found false or incorrect, your assignment will be deemed cancelled ab-initio.
5. The company shall have the discretion to re designate you according to the company's requirement.
6. During your contract with the company, you will be liable to be transferred or deputed to any of the offices/departments, units of the company, Associates/Subsidiaries/group companies, whether existing or to be set up/acquired anywhere in India, on similar terms and conditions of contract.
7. The company will expect you to undergo assigned tasks with high standard of initiative, efficiency, loyalty and economy.
8. You will be required to work as per the normal working hour of the Company. You may be required to work in shifts and/or extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.
9. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.



Company during the course of your employment with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

19. In the event of any disputes or differences arising between the parties under and out of operation of this contract, the same shall be referred to the arbitration of an Arbitrate Tribunal., comprising of a sole Arbitrator, to be appointed by the Chief Executive Officer of the Company. The decision of the said Tribunal shall be final and binding upon the parties.
20. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
21. Your contract will not give you any right of appointment or lien on any permanent post in the company.
22. You are requested to report to office on **27th December 2021** with the below mentioned documents.
 - a. Copy of the relieving letter from last employer
 - b. Copy of previous 3 months pay slips
 - c. Copy of Form 16 (latest)
 - d. Copies of experience letters from all previous companies
 - e. Copies of Educational certificates
 - f. Photocopy and soft copy of passport with endorsement of ECNR stamping
 - g. Copy of PAN
 - h. Two copies of passport photographs with blue background. Scanned copy of the

photograph Note: You are requested to bring original of all documents for verification

You are requested to return the duplicate copy of this letter as a token of your acceptance.

COMPANY
for Bahwan CyberTek Pvt. Ltd



Balakumar R
Vice President – HR

CONSULTANT
I accept the above terms & conditions

Kingsley S



Ref No: 16713075

24-Jan-2022

Ram Kumar D



Dear **Ram Kumar**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Jr. Executive - TAG** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Chennai**.

Your annual total compensation will be **INR 449,996**. This includes an annual incentive target of **INR 20,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 0 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **27-Jan-2022**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant"),



Ardeshir R Dastur

AVP – Talent Acquisition

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

Signature:

Date:



Letter of Engagement

Ms. Jeffrin Salomi S
No: 10 / 293, Vivekanandar Street,
Andal Nagar, Polichalur,
Chennai -74

17-Sep-2021

Dear Ms. Jeffrin Salomi,

Thank you for your interest in joining ALERT. With reference to the discussion, ALERT, a NGO based in Chennai that works towards a better emergency care eco system in India, is pleased to engage you as **Executive – Social Initiatives** from **20th September 2021**.

Please find below your terms of engagement with us. This is subject to change from time to time depending on the policy and we request you to refer relevant & other policies for the same.

1. **Remuneration:**

ALERT is glad to engage you as a trainee for the first 3 months. During this period, your **monthly remuneration** would be **Rs. 15,000/- (Fifteen Thousand only)**. This is subject to statutory taxes, if any.

After successful completion of 3 months as a trainee, you will be confirmed based on your performance.

2. **Place of work:** You will be working from Chennai. Your role might require travel and we expect you to be flexible.

3. **Leave:** You will be eligible for 12 days of paid leave during the course of a calendar year. This will be earned on a monthly basis.

4. **Confidentiality:** You are expected to strictly adhere to the ALERT's confidentiality policy. Any breach of the same will be subject to disciplinary action. A copy of the Confidentiality policy is attached and you are required to read and sign the same. Please refer to Annexure A.

5. **Intellectual property & other assets:** Depending on your role requirement you will have access to various materials and use them time and again. It is your responsibility to protect the materials that you use from any damage. Any damage caused will be subject to necessary action.

6. **Work hours:** Standard working hours are 9.30 AM to 6.30 PM on all weekdays including Saturdays. This may vary depending on your responsibilities.

ALERT

No. 5/75, H, Blue Beach Road, Bonanza 1, Neelankarai, Chennai - 600115

www.alert.ngo || info@alert.ngo



7. **Email:** You will be provided an official mail ID and are required to use the same for any communication pertaining to Alert.
8. **Notice period & Termination of services:** Management reserves the right to terminate your services for reasons related to performance, professional misconduct, ethical or integrity issues or others. 15 days of notice period would be provided if such a situation were to arise within the first 6 months of joining. Such termination is not entitled for any notice pay. You may also choose to separate for any reason by providing 15 days' notice if such a situation were to arise within 6 months of joining. Alert may, at its discretion decide to accept 15 day's pay in lieu of notice on a case to case basis.

After 6 months, you and Alert are obligated to provide one months' notice for separation, or notice pay in lieu, at Alert's discretion.

The following documents are required at the time of joining.
 - a. Relieving letter from your Current/previous employer. (if applicable)
 - b. Copy of your current / previous employer's appointment letter. (if applicable)
 - c. Copy of 3 latest pay slips (if applicable)
 - d. Copies of valid Photo ID & address proof.
 - e. 3 passport size photos.
 - f. Copies of all academic certificates and original for verification.

We are happy to have you on board and wish you the very best.

Best wishes!

Regards,



Rajesh Trivedi
Managing Trustee - ALERT

ALERT

No. 5/75, H, Blue Beach Road, Bonanza 1, Neelankarai, Chennai - 600115

www.alert.ngo || info@alert.ngo



INDIAN COUNCIL FOR CHILD WELFARE

TAMIL NADU

No.5, 3rd Main Road West, Shenoy Nagar, Chennai - 600 030.

☎ : 044 - 2626 0097, 2628 2833 E-mail : iccwtn@gmail.com

President Tmt. Andal Damodaran		Vice Presidents Tmt. Seetha Muthalah, Tmt. Chandradevi Thanikachalam, Tmt. Usha Ramakrishnan		
Consultant Tmt. Girija Kumarbabu	Hon.Gen.Secretary Tmt. Padma Yerra	Hon.Treasurer Tmt. M.Valjayanthi Bashyakarl	Hon. Joint Secretary Thiru Anbarasu	Hon. Joint Secretary (South) Tmt. Valli Annamalai
Ref. : ICCW-TN/APPT./2021-2022/193		Date : 04.12.2021		

Mr. Selva Joel
No.311/5, Bharathi street,
Sadhanandhapuram,
Perungalathur
Chennai

Dear Sir,

The Indian Council for Child Welfare, Tamil Nadu is undertaking the project 'IMPACT OF COVID-19 PANDEMIC ON CHILDREN' in partnership with UNICEF. We are pleased to offer you a position as a 'State Coordinator' for the project. This position is on a contract basis.

The following terms shall govern your employment.

Period of employment: The contract commences on the 6th of December, 2021 and shall extend till the 31st of March, 2022.

Allocated Place of Work: The Chennai offices of the Council at Shenoy Nagar shall be the primary place of work. Additionally, the role will involve some travel within the state of Tamil Nadu to meet with stakeholders.

Job Description: Coordinators will be required to administer research study associated activities. Assist in project planning, and ensure that pre-established work protocol, and regulatory requirements are followed. They will coordinate with research subjects as appropriate, and serve as principal administrative liaison for the project. The Coordinators will develop and maintain recordkeeping systems and procedures.

DUTIES AND RESPONSIBILITIES:

- Plan and coordinate the initiation of research study protocol, and the establishment of operating policies and procedures.
- Promote research capacity building among community-based organizations and student groups.
- Plan, implement, maintain and coordinate data collection and analysis systems in support of research protocol.
- Recruit, instruct, train and coordinate research subjects and/or volunteers, as appropriate to specific study objectives and work scope.
- Ensure the smooth and efficient day-to-day operation of research and data collection and collation activities; act as the primary administrative point of contact for internal research staff
- Monitor the progress of research activities; develop and maintain records of research activities, and prepare periodic and ad hoc reports, as required.
- To implement quality control process throughout the conduct of the review.
- The State Coordinator's duties would include aligning methodologies with review goals, using a range of tools to acquire information and interpret data, writing reports and presenting findings and schedules to management and other stakeholders.

Responsibilities for ethical research

- Gain informed consent from participants.
- Protect the interests of vulnerable groups.
- Assure the anonymity of participants, where appropriate.
- Assure the confidentiality of information, where appropriate.
- Respect the privacy of participants (and avoid undue intrusion)

Reporting: The job requires your reporting primarily to The Rapid Review Specialist for the Project and to Mrs. Padma Yerra, Honorary General Secretary, ICCW- TN, as required.

Compensation: A consolidated compensation of Rs. 20,000/- per month is offered for this role.

Working hours: Your working hours shall be from 10 AM to 5 PM (Monday-Saturday) at the Council's Shenoy Nagar office. You may also be required to be available outside these stipulated hours if the need arises.

Termination of contract: As this is a time bound project and you play a critical role in it, you are requested to give us an undertaking that you will not leave us before the completion of this project or the end of March 2022, whichever is later.

Severance from Employment:

Notwithstanding anything contained above, the Management can terminate your service giving notice of one month. You are also liable to give notice of two months before tendering your resignation. We will require you to agree abide by the Child Protection Policy and the PSEA Policy of the Council. During our intake process, you will have to sign multiple forms related to these as per the guidelines of the Council.

Please produce a medical fitness certificate obtained from a medical practitioner not lower in the rank than a Civil Assistant Surgeon of the Government before joining the service.

Please submit a copy of your Aadhaar Card, and PAN Card. Please intimate details of your bank account.

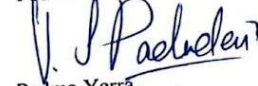
We welcome you to join our team and we hope your contribution enhances the successful execution of our activities.

You are required to comply with the organisation's rules and regulations at all given times and should always act in a manner that protects the confidentiality and interest of the project.

Please return to us a copy of this letter signed in agreement of the terms set above.

We hope to have a successful professional relationship and wish you all the very best.

Yours sincerely,



Padma Yerra,
Hon. Gen. Secretary,
Honorary General Secretary

Copy to:

1. The Treasurer, ICCW-TN
2. The Accounts Section, ICCW-TN





Date: 10th December 2021

To
Mr. Deepak Krishnan P

Sub: Contract agreement for **Deepak**

Dear **Deepak**,

With reference to your application and subsequent interview with us, we are pleased to admit you as Contract Retainer on contract in our organization. The following terms and conditions will apply to you:

1. Your contract as **Consultant** shall be for a period of **6 months** from **13th December 2021 to 13th June 2022**. The contract can be extended for another specified period with mutual consent. The aforesaid amount includes all statutory dues which is payable or may become payable in future and you shall not hold our organization responsible for any such.
2. You shall be paid a consolidated amount of **25,000 Per month**, subject to Income tax deduction at source.
3. You will be required to undertake the necessary joining formalities with the company at the time of starting of your assignment.
4. You are being engaged for this assignment on the basis of your particulars and information made available by you and in case the said particulars/information is found false or incorrect, your assignment will be deemed cancelled ab-initio.
5. The company shall have the discretion to re designate you according to the company's requirement.
6. During your contract with the company, you will be liable to be transferred or deputed to any of the offices/departments, units of the company, Associates/Subsidiaries/group companies, whether existing or to be set up/acquired anywhere in India, on similar terms and conditions of contract.
7. The company will expect you to undergo assigned tasks with high standard of initiative, efficiency, loyalty and economy.
8. You will be required to work as per the normal working hour of the Company. You may be required to work in shifts and/or extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.
9. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.



10. Notice period to be 30 days as it is legally prescribed minimum notice period or salary in lieu thereof.
11. Your continuance on this assignment with the Company is subject to your remaining physically and mentally fit. You will need to undergo medical examination as per the directions of the management, if required.
12. You will be required to maintain utmost secrecy and will not divulge or give out to anyone in any manner, particulars or details of any of the trade secrets manufacturing or research process, financials such as salary information, administrative and /or organization matter or any transaction or affairs of the company of confidential nature.
13. Any knowledge or information which you gather during the contract shall not be disclosed by you outside this company, either during the contract period or subsequently.
14. You shall not have any right (intellectual or otherwise) on the software or the source code which gets created during the contract and all the rights to this software or source code shall remain with the company. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your employment, shall be deemed to be sole property of the Company and you hereby waive any and all right, title or interest, if any, in the same in favor of the Company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the Company in every proper and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the Company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your employment with the Company. Promptly upon the expiration or termination of your employment with the Company or upon the request of the Company, you shall return to the Company all documents and tangible items, including samples, provided to you or created by you for use in connection with services to be rendered by you, including without limitation all confidential information of the Company, together with all copies and abstracts thereof.
15. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
16. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the cost of the same from you.
17. You shall not engage directly or indirectly in any profession, trade or business on your account that is in conflict with your functions and duties towards the Company.



18. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your employment with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.
19. In the event of any disputes or differences arising between the parties under and out of operation of this contract, the same shall be referred to the arbitration of an Arbitrate Tribunal., comprising of a sole Arbitrator, to be appointed by the Chief Executive Officer of the Company. The decision of the said Tribunal shall be final and binding upon the parties.
20. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
21. Your contract will not give you any right of appointment or lien on any permanent post in the company.
22. You are requested to report to office on **06th December 2021** with the below mentioned documents.
 - a. Copy of the relieving letter from last employer
 - b. Copy of previous 3 months pay slips
 - c. Copy of Form 16 (latest)
 - d. Copies of experience letters from all previous companies
 - e. Copies of Educational certificates
 - f. Photocopy and soft copy of passport with endorsement of ECNR stamping
 - g. Copy of PAN
 - h. Two copies of passport photographs with blue background. Scanned copy of the photograph

Note: You are requested to bring original of all documents for verification

You are requested to return the duplicate copy of this letter as a token of your acceptance.

COMPANY
for Bahwan CyberTek Pvt. Ltd

Consultant
I accept the above terms & conditions



Raghunathan L
Vice President – HR

Mr. Deepak Krishnan P



Offer: Human Resource

Ref: TCSL/DT20218871008/Ahmedabad

Date: 13/01/2022

Ms. Simona Mary Dique
11/11 Royal Orchids Foxen Street,
Perambur,
Chennai-600011,
Tamil Nadu.
Tel# -

Dear Simona Mary Dique,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management 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 **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides 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 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

TCS Confidential

TCSL/DT20218871008

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 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	Simona Mary Dique
Designation	Management Trainee
Institute Name	Patrician College Of Arts And Science

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	25,206	3,02,472
2) Performance Pay		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
4) City Allowance	200	2,400
TOTAL GROSS	47,628	5,79,430

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.

*** 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	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,456	2,09,472
GROSS BOUQUET OF BENEFITS	25,206	3,02,472

Offer of Employment with ABITS



Inbox



Shivani S 09/08/2021

to me, Shruthi, Nithya, Chitra ▾



Dear Janani ,

Greetings from Apps Business IT Solutions Pvt. Ltd!!!

Congratulations to you on being selected by ABITS for the position of "IT Recruiter".

We are happy to welcome you to the ABITS Family!!!

Your package breakup details will be given to you on the Date of Joining.

Kindly acknowledge this email and your joining date is on **11.08.2021**

Please find the list of documents that needs to be submitted to ABITS as part of joining formalities within 2 working days

1. Copy of your educational certificates and mark sheet (10th, 12th, UG)
2. 3 passport size color photographs
3. Copy of you passport, Pan and Aadhar

Please feel free to contact us for any clarifications.

**Thanks & Regards,
Shivani Sathya
Assistant Manager - Talent Acquisition**

HAP

Hatsun Agro Product Ltd.
Registered Office:
Domaine, Door No: 1/20A,
Rajiv Gandhi Salai (OMR),
Karapakkam, Chennai - 97, India.
P: +91 44 2450 1622
F: +91 44 2450 1422
E: info@hap.in | www.hap.in
CIN: L15499TN1986PLC012747

29/11/2021

Dear Velsankar N

Sub : Offer Letter

Greetings from HAP!!!

Further to the discussions you had with us, we are pleased to offer you the position of "Post Graduate Trainee " in the Human Resource department. Your place of work will be in Tirunelveli Plant & you may be required to travel anywhere in India based on the exigency of work. Your formal appointment order will be issued upon joining.

At the time of joining, you are requested to produce the following documents:

1. Photocopies of your educational qualification certificates (Please produce the original certificates at the time of joining for verification)
2. Age proof (Birth certificate/School certificate) & 3 recent passport size photographs.
3. Appointment letter, latest increment letter, experience certificate, relieving, letter from your current employer and previous Company PF/UAN number
4. Copies of Aadhar Card, valid Driving License (If applicable) and Pan card
5. Fitness Certificate from a Registered Medical Practitioner & Professional reference letter
6. Family Photo, if covered under ESI
7. Bank Passbook & cancelled cheque.

We request your acceptance and expected joining date by mail on or before 26/12/2021 . Please note that the above offer is invalid after 29/11/2021 .

Looking forward to a long-term association, which will be mutually beneficial.

Yours truly,
for Hatsun Agro Product Ltd.,



Mangai.P
Manager – Talent Management
Encl: Salary Structure



HAP

Annexure to Offer Letter Dated 29/11/2021

Name	Velsankar N
Designation	Post Graduate Trainee
Department	Human Resource
Location	Tirunelveli Plant
Level	Post Graduate Trainee - PGT

S.No	Salary Component	Salary Structure (Monthly)
1	Basic	5,440.00
2	HRA	2,720.00
3	Special Allowance	5,440.00
Sub Total- A		13,600.00
Statutory Benefits		
4	PF	1,306.00
5	Gratuity	262.00
6	ESI	442.00
7	Bonus	1,088.00
Subtotal-B		3,098.00
CTC- Per Month		16,698.00
CTC Annually		INR 200,376.00

Note : The salary structure, both monthly and annual is subject to change. However the total CTC will remain the same. Further to the above, you and your family will be covered under Group Medclaim & Group Personal Accident policy as per the company norms.

for Hatsun Agro Product Ltd.,



Mangai.P
Manager – Talent Management





To

Ms. Keerthika.A

No. 9A Ma.Po.Ci 2nd street,
Periyathoppu, Manali,
Chennai – 600068

Reg: Your appointment in CHILD as a Project Head for ISAG

Dear Ms. Keerthika.A

We are pleased to inform you that you have been selected to work as Project Head at CHILD with effect from 18th August on the following terms and conditions:

You will be paid a salary of Rs.20,000 per month with effect from the date of appointment as per the terms agreed upon.

Job Description:

A Project Head is responsible for the direction, coordination, implementation, executive, control and completion of project, while remaining aligned with strategy, commitments and goals of the organization. To provide regular counseling sessions and address girl children concerns and help the girl children to get the help she needs to function properly. To support vocational training centre, donor management and raising fund for our new building.

Specific Responsibilities will include:

1. Coordinate internal resources for the flawless execution of ISAG project.
2. Ensure Reports to all Donors on time.
3. Involving in fundraising and supporting in developing the goal and objective of the organization.
4. Initiating new ideas, plans and scheduling plans accordingly.
5. Innovative ideas and new short-term activity for every month based on need of the project.
6. Planning and scheduling for staff meeting, management meet – Weekly, Monthly and Quarterly.

No : 647, Kadappa road, Mathanakuppam, Kolathur, Chennai - 600 099.
Mobile : 98416 56103, 99416 43056, E-mail: child_may2005@yahoo.co.in, website : www.childin.org

G. S. S.



7. Developing project scopes and objectives, involving all relevant resource supporting it.
8. Manage the communication with the corporate donors.
9. Create and maintain comprehensive project documentation.
10. Attend conferences and training as required to maintain proficiency.
11. Establish and maintain relationships with Existing and New donors.
12. Meet budgetary objectives and make plan for project-based activities
13. Communicate with the donor and explain the detailed project objective and clarify specific requirements of the project.
14. Planning and staffing based on project needs.
15. Updating with the Social Network on each activity.
16. Make available documents and reports for discussion during meeting
17. Assisting in sending e-mails and other correspondence whenever required.
18. To assist in fund raising and proposal writing.
19. Periodical counseling to the children and maintain reports.
20. Any other assignments given from time to time.

Terms and Conditions of Appointment:

1. Your working hours will be 9:30 to 6 from Monday to Saturday.
2. Your services could be terminated by either party giving one month's notice or payment in lieu thereof
3. You shall observe all rules and regulations of the Organization.
4. During the tenure of the assignment with the Organization, you will not engage yourself in any other assignments or gainful employment without the consent of the management.
5. You are required to maintain the highest order of secrecy with regard to the work or matters maintaining to confidential information of the Organization. In case of any breach of trust, your appointment may be terminated by the Organization.
6. There will be a review of your performance at the end of one year.
7. You will be working under the supervision of Mr. G. Senthil Kumar.
8. You are entitled to Employees' Provident Fund benefits.

Kindly sign a copy of this letter in acceptance of the above-mentioned terms and conditions and return the same for our records.

Yours sincerely,


Mr. G. Senthil Kumar
Trustee

No : 647, Kadappa road, Mathanakuppam, Kolathur, Chennai - 600 099.
Mobile : 98416 56103, 99416 43056, E-mail: child_may2005@yahoo.co.in, website : www.childin.org



Akash S

**EMPLOYMENT AGREEMENT****COMPENSATION STRUCTURE:**

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC will be Rs. 264000 and its composition will be as follows:

CTC Composition	Monthly Pay (Rs.)	Annual Pay (Rs.)
Basic Salary	13200.00	158400
House Rent Allowance	5619.00	67428
Statutory Bonus	827.00	9924
Gross Salary	19646.00	235752
Company's Contribution to PF	1716.00	20592
Company's Contribution to ESI	638.00	7656
Total CTC	22000.00	264000
Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.		

The salary will be processed on the 7th workday of each month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

salary will be disbursed on receipt of your PAN card number.

TIME SHEETS:

You are required to follow our client's specific timesheet process as per the timelines. In the absence of client's specific process, you will receive Timesheet alert email with template along with the guidelines from your Timesheet SPOC

aaaaaat Quess. This has to be filled and approved by your manager over the email and it should reach the SPOC along with attachment before the timeline as briefed by Quess HR. Any delays in the timesheet approval process will lead to delay in the payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

GROUP MEDICLAIM INSURANCE:

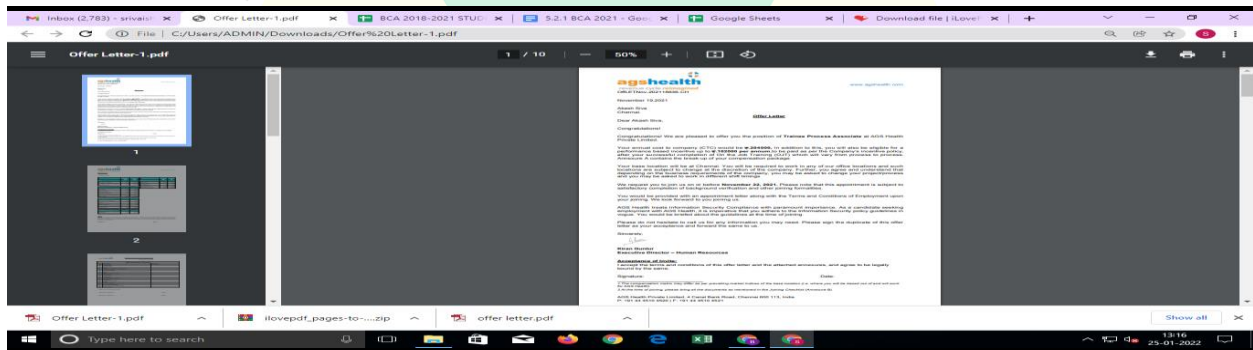
You and your approved dependent family members are eligible to enroll in Company's Group Mediclaim Insurance Policy. The annual premium as applicable will be deducted from your first month salary.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and Quess Corp Limited

Quess House, 3/3/2, Bellandur Gate, Sarjapur Road, Bengaluru-560103, Karnataka, India
Tel: +91 80 6105 6001 | connect@quesscorp.com | CIN No.L74140KA2007PLC043909

www.quesscorp.com



ASHWIN KUMAR M





1-Nov-21

Mr. Ashwin Kumar Mara Senguttuvan
6/7 kolathur colony East Street,
kolathur,
Chennai - 600099,
Mobile No.: 8939511259

Dear Ashwin,

Congratulations!!!

This refers to your application for employment and the subsequent interviews & discussions you have had with us.

We are pleased to extend an offer of employment as; **Executive (Department: Customer Care)** with CMA CGM Global Business Services India Pvt. Ltd.

1. **Cost to Company (CTC):** Your total CTC will be **Rs. 220008/- PA.** detailed in the enclosed Annexure - I. This will be the cost to company (CTC) including all the components of the salary and subject to Income Tax as applicable.
2. **Joining:** You will be joining us on or before **02-Nov-21 at 9:30 AM.**
3. **Location:** Your place of posting will be **Chennai 1 - AMBIT.** However based on the organisational requirements, at any time, during your service with the company, you are liable to be transferred to another location anywhere in India or abroad. In the event of such transfer, you shall be governed by and shall be subject to the rules and regulations of the business unit & location you are posted at.
4. **Appointment letter:** You will be given a detailed appointment letter with specific terms and conditions of employment at the time of joining.
5. This offer of employment is conditional and subject to you clearing the **Reference Check.** If we have reasons to believe that you have not discontinued your previous employment contract (if any) and CCGBSI finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Further the duration or period of your work in CCGBSI shall be treated null and void ab Initio.

CMA CGM GLOBAL BUSINESS SERVICES (INDIA) PVT. LTD.
(Formerly known as CMA CGM Shared Service Center (India) Pvt. Ltd.)
Subsidiary of CMA CGM S.A. France
Chennai: Regd. Corporate Office: 8th Floor, 32 A/6B, Ambit IT Park, Ambattur Industrial Estate, Chennai - 600 038, Tamilnadu, India. Tel: +91-44-49381555
Mumbai 2 - Thane: 8th Floor, D-3, Kalpavriksha Prime, Road No. 16, Wagle Industrial Estate, Pashchimdevi Village, Thane (West) - 400 604, Maharashtra, India. Tel: +91-22-49355600
Mumbai 3 - Airoli (SEZ): Unit No. 1201, 1st Floor, Building No. 4, Cripps Estate SEZ, Airoli Knowledge Park, TTC Industrial Area, Airoli West, New Mumbai - 400 708, Maharashtra, India. Tel: +91-22-68385600
CIN: U61090TN2003PTC092100-1 www.cma-cgm.com

SSC/IND/FOR/HRD/086

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V1.2



ASHWIN V



8-Dec-21

Mr. Aswin Vincent Raj
3/618, Annai Velankanni Nagar,
street 2, phase 1, madhanandhapuram, Porur,
Chennai-125,
Mobile No.: 6379480623

Dear Aswin,

Congratulations!!!

This refers to your application for employment and the subsequent interviews & discussions you have had with us.

We are pleased to extend an offer of employment as; **Executive (Department: CEVA)** with CMA CGM Global Business Services India Pvt. Ltd.

1. **Cost to Company (CTC):** Your total CTC will be **Rs. 220008/- PA.** detailed in the enclosed Annexure - I. This will be the cost to company (CTC) including all the components of the salary and subject to Income Tax as applicable.
2. **Joining:** You will be joining us on or before **09-Dec-21 at 9:30 AM.**
3. **Location:** Your place of posting will be **Chennai 1 - AMBIT.** However based on the organisational requirements, at any time, during your service with the company, you are liable to be transferred to another location anywhere in India or abroad. In the event of such transfer, you shall be governed by and shall be subject to the rules and regulations of the business unit & location you are posted at.
4. **Appointment letter:** You will be given a detailed appointment letter with specific terms and conditions of employment at the time of joining.
5. This offer of employment is conditional and subject to you clearing the **Reference Check.** If we have reasons to believe that you have not discontinued your previous employment contract (if any) and CCGBSI finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Further the duration or period of your work in CCGBSI shall be treated null and void ab Initio.

CMA CGM GLOBAL BUSINESS SERVICES (INDIA) PVT. LTD.
(Formerly known as CMA CGM Shared Service Centre (India) Pvt. Ltd.)
Subsidiary of CMA CGM S.A. France
Chennai: Regd./Corporate Office: 8th Floor, 32 A&B, Ambit IT Park, Ambatpur Industrial Estate, Chennai - 600 058, Tamilnadu, India Tel: +91-44-49331555
Mumbai 2 - Thane: 3rd Floor, D-3, Kalpataru Prime, Road No 16, Wagle Industrial Estate, Pimpri Chinchwad Village, Thane (West) - 400 604, Maharashtra, India Tel: +91-22-49335600
Mumbai 3 - Airoli (SEZ): Unit No 1201, 1st Floor, Building No 4, Giggiplex Estate SEZ, Airoli Knowledge Park, TTC Industrial Area, Airoli West, Navi Mumbai - 400 708, Maharashtra, India Tel: +91-22-68385000
CIN: U63090TN2003PTC092390 | www.cma-cgm.com

SSC/IND/FOR/HRD/086

Confidential

V1.4

9/16/2021

eOffer Content



Date: September 16, 2021

Sub: Offer of Employment

Dear Deepak,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of **CSA**, H2 at the company's Chennai office.

The break-up of the salary offered is provided below.

COMPONENT	AMOUNT (Rs)
Basic	5,000.00
House Rent Allowance	2,500
Special Allowance	2,261
Statutory Bonus/ Incentive/ Ex-Gratia *	2,452
GROSS SALARY	12,213
PF (12% of Basic) – Co. Contribution	600
Gratuity(4.8% of Basic)*	240
ESI (3.25% of Gross) – Co. Contribution	461
RETIRALS	1,301
Conduct Incentive p.m	2,465
SALARY (p.m.)	15,979
SALARY (p.a.)	191,748

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	September 20, 2021
Time of joining	1:00:00 PM

Statutory deductions & payments will be applicable in accordance with your eligibility under law. Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies. You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till September 20, 2021 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

<https://firsthire.taleo.net/careersection/careersection/offers/staticEOfferAccepted.jsf>

1/2





HCL TECHNOLOGIES LTD.

Division: Business Services
B-34/3, Sector 59, Noida 301 301, UP, India
Tel +91 120 4364200, Fax +91 120 2589688
Registered Office: 806 Siddharth, 95, Nehru Place, New Delhi- 110019, India
CIN- L74140DL1991PLC046369
www.hclbpo.com
www.hcl.com

Date: September 17, 2021

Private and Confidential

DEEPIKA S

**NO-233, 'J' BLOCK LOCK NAGAR,
CHENNAI,
Tamil Nadu,
India - 600005**

Dear DEEPIKA,

With reference to your application and subsequent interview, we are pleased to make you an offer – cum - appointment with **HCL Technologies Ltd., - BUSINESS SERVICES ("BSERV" or "HCL" or "Company")** as **Customer Service Representative**. You are required to report on September 20, 2021 at 09:00 a.m., at the address: **HCL Technologies Ltd., - BUSINESS SERVICES, Chennai-SEZ, SDB2 Sholinganallur 602/3.**

- Your annual compensation would be **Rs. 180000 Per annum**. A detailed structure of your compensation will be shared on your joining. Explanation of compensation structure and employee benefits have been detailed out in **Annexure B**.
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.
- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law

Signature of the employee

HCL

Franklin wilfred

www.agshealth.com

November 23, 2021

Franklin Wilfred C
Chennai.**Offer Letter**

Dear Franklin,

Congratulations!

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹.204000**. In addition to this, you will also be eligible for a performance based incentive up to **₹.102000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings.

We request you to join us on or before **November 26, 2021**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,

Kiran Guntur
Executive Director – Human Resources**Acceptance of Invite:**

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature: _____

Date: _____

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
P: +91 44 4510 4520 | F: +91 44 4510 4521



INDHUMATHI



Dec 10, 2021

Offer ID : 252563

INDHUMATHY .
H Block 17/14, Kotturpuram ,
Chennai 600082
TAMIL NADU India

Dear INDHUMATHY .,

On behalf of Quess IT Staffing (A Division of Quess Corp Ltd.), (hereinafter referred to as "the Company") I am very pleased to offer you a position of **Consultant** in our organization. Your joining date will be **Dec 13, 2021**.

On the first day of the employment, please report to:

QRS RPO
Chennai
Reporting Time : 9:30 AM

You will be paid a annual salary(CTC) of Rs. 2,64,000. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Quess IT Staffing (A Division of Quess Corp Ltd.)

Attn HR: S.R. Infotech Complex, No.5/4-2, Thavarekere Main Road,
S. G. Palya, D.R. College Post

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,
For Quess IT Staffing (A Division of Quess Corp Ltd),

Anil Kumar N
DGM – HR & Employee Engagement

Quess Corp Limited
Quess House, 3/3/2, Bellandur Gate, Sarjapur Road, Bengaluru-560103, Karnataka, India
Tel: +91 80 6105 6001 | connect@quesscorp.com | CIN No.L74140KA2007PLC043909
www.quesscorp.com



JENIFER





16:58

35%

← hexaware offer letter .pdf



Dear Jenifer B,



Congratulations! We are pleased to inform you that you have been selected for the position of **Executive in BAND I** at Hexaware Technologies Limited, **Chennai**. Your date of joining will be on **16th December 2021**. Your compensation structure is as follows:

COMPONENTS			
A: Monthly		PM	PA
1.1 Basic	INR	5,800	INR 69,600
1.2 HRA	INR	4,687	INR 56,242
1.3 Special Allowance	INR	1,933	INR 23,200
1.4 VPA	INR	3,867	INR 46,400
Total (A)	INR	16,287	INR 195,442
B: Benefits		PM	PA
2.1 Provident Fund	INR	928	INR 11,136
2.2 GLIP & Medclaim	INR	155	INR 1,860
2.3 ESIC	INR	563	INR 6,762
2.4 Bonus	INR	1,400	INR 16,800
Total (B)	INR	3,046	INR 36,558
TOTAL CTC: [A+B]		INR	19,334 INR 232,000
MONTHLY TAKE HOME CALCULATION			
COMPONENTS MONTHLY	MONTHLY TAKE HOME @3 RATING	MONTHLY TAKE HOME BASED ON RATING	
Gross(Refer to Total [A] above)	INR 16,287	Rating 1 (Considering 50% Monthly VPA)	INR 15,105
Add: Advance Bonus	INR 1,050	Rating 2 (Considering 75% Monthly VPA)	INR 15,588
Less : ESIC	INR 130	Rating 3 (Considering 100% Monthly VPA)	INR 16,071
Less : PF Contribution	INR 928	Rating 4 (Considering 125% Monthly VPA)	INR 16,555
Less : Profession Tax	INR 208	Rating 5 (Considering 150% Monthly VPA)	INR 17,038
Net Take Home Salary	INR 16,071		

Variable Performance Allowance will be paid based on the ratings at the end of every month. These ratings will be given for your performance in line with the KRAs. **VPA for employees for the first 30 days or training period, whichever is higher, will be paid at a default rating of 2.** In case you exceed performance and get a rating of 4 and above you will be entitled to make more than your Target Variable Pay as mentioned above in the structure.

The company has taken a Group Life Insurance Policy and a Medclaim Policy in case of any medical emergencies. A premium of Rs.155/- per month is paid by the company and hence is provided as a benefit as shown in the above table. As per the policy, the coverage limit under Medclaim is Rs.1,25,000/- & the coverage under Group Life Insurance Policy is Rs. 500,000/-.

• **Bonus** – Any Advance bonus component as a part of CTC is being paid as a part of monthly take home. The final bonus payable as per Payment of Bonus Act 1965 will be decided & paid before Diwali after adjusting the advance amount paid out as a monthly component.

• **Notice Period** - Any voluntary termination of employment by an employee requires a notice of 7 working days during the probation period of three months and One month's written notice post confirmation in Hexaware BPS.

• **Probation Period** - An employee is eligible for Confirmation post the completion of the Probation period subject to a satisfactory performance review. The Probation and confirmation is as per the company policy and the same shall be binding on the employee

The above salary is subject to income tax deductions & is calculated based on the Statutory provisions prevailing at the time of issue of this letter which may change from time to time as per Government rules and regulations.

The Company provides Transportation facility (for regular shifts only) as part of the Employee Welfare scheme and is not considered as a part of the CTC.

A detailed Offer Letter will be issued on you undergoing a medical check up and submission of relevant documents required at the time of joining. Non Compliance of the same will entail the date of joining to being revised, with effect from completion of all joining formalities.

**• Policies****Leave Entitlement -**

Rules related to Earned Leaves and Sick Leaves

Eligibility & Procedure

	Earned Leave	Sick Leave
Entitlement for confirmed employees	21 days per calendar year of service, or pro-rata for partial period of service in a	7 days per calendar year of service, or pro-rata for partial period of service in a calendar year.

Mediclaim Policy -

The coverage is for all Hexaware BPS

MEDICLAIM GRADE AND SUM INSURED		
Grade	Sum - Insured	Policy Type
Band 1	Rs. 125000	Individual
Band 2	Rs. 150000	Self + 1 Spouse or Child
Band 3	Rs. 250000	Self + 3
Band 4	Rs. 500000	Self + 3

Group Life Insurance Policy -

The coverage is for all Hexaware BPS

GROUP LIFE INSURANCE POLICY GRADE AND SUM INSURED	
Grade	Sum - Insured
Band 1	Rs.5,00,000
Band 2	Rs.12,00,000
Band 3	Rs.25,00,000
Band 4	Rs.60,00,000

* The employee will be eligible for Mediclaim and GLIP benefits under this scheme only from the date of joining.

For Hexaware Technologies Limited

Thirumurugan Krishnan
Manager - Human Resources**ACCEPTANCE**

I, _____, have read and understood the above terms and conditions governing the services and employment at Hexaware Technologies Limited., and the same are acceptable to me.

Place:**Signature:****Date:**

MOHAMMED ZUHAIR


Unified Voice Communication

UVC /326/11/2021 Date: 01.11.2021

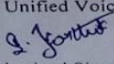
Dear Mr. A. Mohammed Zuhair

Sub: Offer letter

With ref to your application and the subsequent interview you had with us, we are pleased to Appoint you as **Junior Technical Engineer** on the following terms and condition

1. Your initial place of posting will be at our **Chennai Branch** office
2. You will be reporting to our **Technical Director**
3. We offer you a CTC Package of **Rs.2,40,000 /-**
4. You will be in probation for a period of six month from the date of joining if you do not receive confirmation letter on completion of 6 month you shall assume that your Probation period has been extended till
5. During Probation period your service shall be terminated without giving any notice reason whatsoever. However after confirmation of your service one month notice shall be given on either side at the time of leaving the organization or terminating your service
6. While serving the company ,you shall work diligently and work devote the whole of your effort exclusive to you duties the company you shall not engage yourself directly /indirectly without the prior consent in writing of the company with or without remuneration in any trade business, occupation, employment service or consultancy nor shall you undertake any activities which are contrary to or in consistent either with your duties and / or obligations under this appointment or with the company's interest
7. You will be eligible for other statutory benefit as admissible from time to time
8. Your service are liable for transfer from one station to another station in India, whether we have the business interest and also from one company to another company of the group.
9. You shall be governed by the rules and regulation of the company
10. You will be reporting to duty on **November 01, 2021**

Please sign and return the duplicate copy or this letter as a token of your acceptance of the appointment
Best Regards

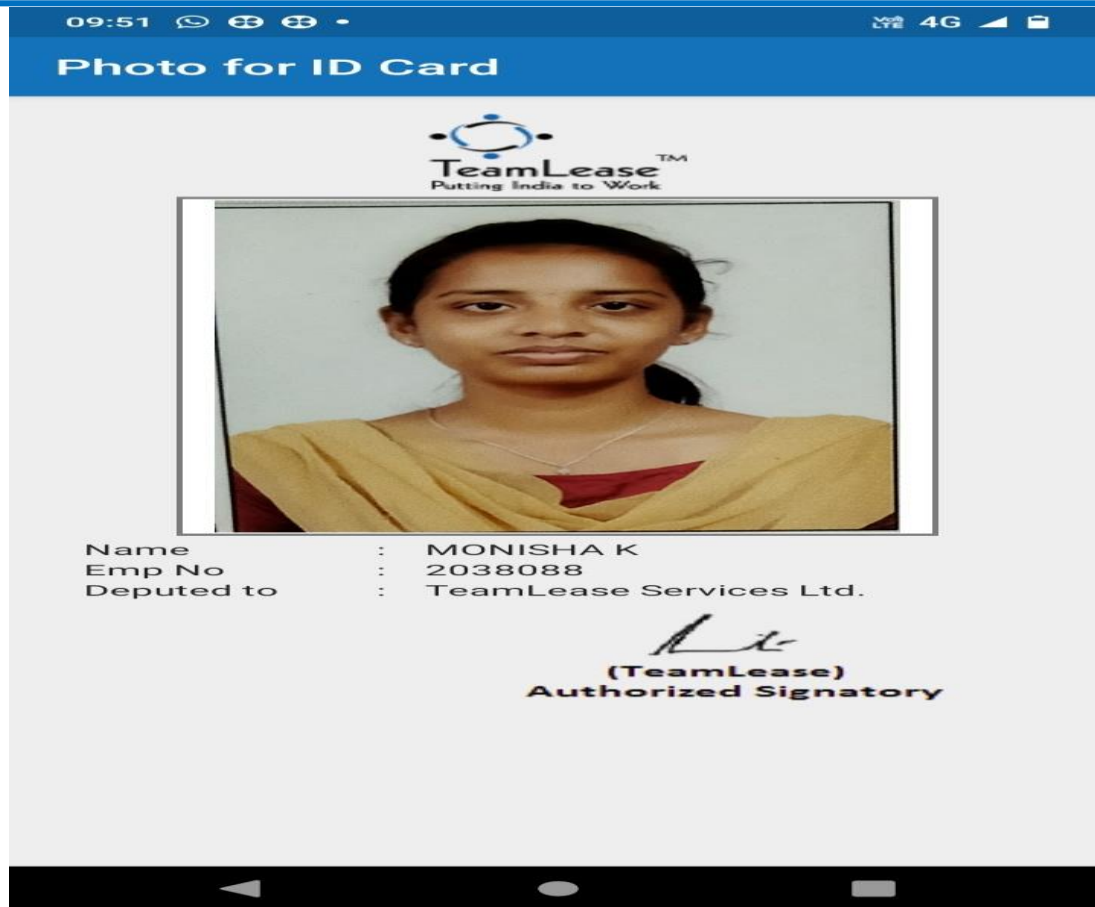
For Unified Voice Communication Pvt Ltd

Authorized Signatory



 **AN ISO 9001:2015 CERTIFIED COMPANY**
Unified Voice Communication P Ltd, Ground Floor "Temple Tower" Door No, 672/476, Anna Salai, Nandanam Chennai- 600035

Scanned by TapScanner

MONISHA K



MOSSES RABINSON





MUTHUKUMAR



Date: 03 Jan 2022

Mr Muthukumar V
No. 4310 43 Cross Street

Kanna 600041

Employee No: 2310142
Dear Mr Muthukumar V

Appointment Letter

We are pleased to appoint you in our organization as Fulfillment Operator subject to the following terms and conditions:

1. Your contract will commence from 03 Jan 2022 and expire on 02 Jan 2024 during which you will render services to our Client at Chennai subject to the terms and conditions of the engagement letter executed by you on 03 Jan 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days' notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

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Doc ID: TL/8000A8B4843

TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com
Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051

NAVEENSARATHY



13-12-2021

Dear Naveen Sarathy,

With reference to the discussions that we had with you; we are pleased to offer you the role of “**Junior Testing Engineer**” at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 255000/- this includes an annual incentive Bonus indication, and this amount may vary, depending on your performance.

The other detail about your compensation is presented in **Annexure A**.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We would be happy to have you with us on or before 14 Dec, 2021 and you will be on a probation period of **6 months** which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any). After Confirmation of Service, either side may terminate the appointment by giving one month's notice or one month's gross salary (Last drawn salary) in lieu thereof.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Yours Sincerely,

For Edvoy.,

Honey D

Senior Manager-HR

PRAVEEN RAJ

GEM Software Solutions Limited
Level-5, Chamiers Tower, 37 Chamiers Road,
Teynampet, Chennai - 600 018, INDIA.



T : +91-44-4212 0104 / 06 / 09
E : info@gemsoft.co.in
W : www.gemsoft.co.in

GSS/HR-APP-FP/065/2021-22

14th December, 2021

Mr Praveen Raj
3/96 Dharmaraja Nagar
4th Cross Street, Karambakkam
Porur, Chennai - 600 116
Mobile - 6383907140

Letter of Employment

Dear Praveen Raj

Further to the Interview you had with us, we are pleased to appoint you in our organization as **"Document Specialist"** for a fixed period of employment on Contract basis, on the following terms and conditions.

You will be paid a salary of **Rs.12,316/-CTC** per month (**Rupees Twelve thousand three hundred and sixteen only**).

You are requested to report to the duty on or before **4th January 2022** on completion of BV.

The term of your employment shall be valid for a period of three / six months from the date of your joining with us. Notwithstanding this, in the event of the project/work/deputation for which you are being employed, terminates before the aforementioned period, the contract shall be co-terminus with the project/work.

You shall report to the work at the premises of **RR Donnelley, Prestige Polygon, Teynampet, Chennai**. Also, you may be deputed by the company to work at any other locations, if necessary.

During the contract period you will be working as per the office timing and rotational work shifts (including night shift) of the client, which at present is six days a week.

You have to strictly adhere to the rules and regulations made by the company, as are in force at present or may be introduced or amended from time to time, which includes, Shift timings, Office decorum, System Security and other Company Security Policies, etc.,

You shall not disclose any information related to the company to any unauthorized person, firm, or company whatsoever, either during the currency of your employment and/or any time thereafter. Breach of this stipulation will entitle the company to terminate your employment immediately without notice.

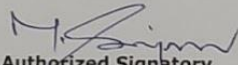
This contract shall be terminable by either party giving **15 (Fifteen) days' notice** in writing or salary in lieu of notice, to the other party.

As part of our corporate policy and to ensure your continued employment with us for a minimum mandatory period of 3 months, you are requested to submit one of your latest Original educational certificate or equivalent cash as security deposit upon joining.

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

With warm regards

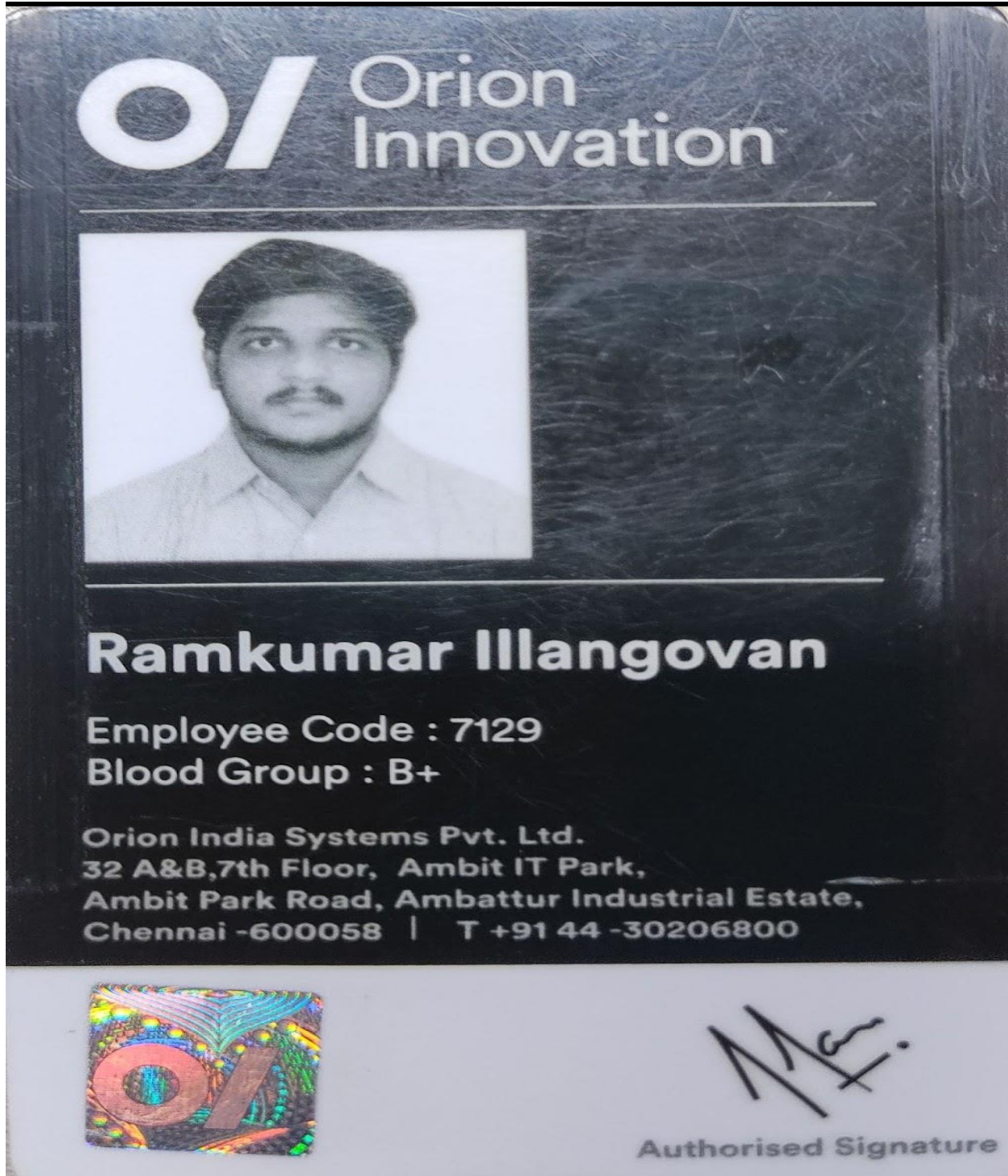
Yours truly
For **Gem Software Solutions Limited**


Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: R. PRAVEEN RAJ Signature: Praveenraj Date: 14/12/21

RAMKUMAR I



RICHARD



TO SEEK

TO FIND

TO STRIVE

ROBERTSON

CORPORATION OF CHENNAI

FROM Executive Engineer (M) (N) North Chennai Depot, 61, Basin Bridge Road, Chennai - 600021. Ph.No.25200647/25200646	TO M/s. Das Service Centre No.4, Jambulingam Street, Valluvarkottam High Road, Nungambakkam, Chennai 600 034
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M.E.D.N.C.D.C No. B4/ 675 / 2021 Dt: 27.10.2021

Sir, Sub: Greater Chennai Corporation – Mechanical Engineering Department – North Chennai Depot – Hiring of Private Data Entry Operator – 01 No. for North Chennai Depot for a (27.11.2021 to 27.11.2022) period of 12 Months (365 Days) – Limited tender called for – Your rates accepted – Orders placed regarding -Reg.

Ref: Orders of Executive Engineer (Mech) dt: 27.10.2021

Sanction of the competent authority has been obtained for the hiring of Data Entry Operators – 01 No. for North Chennai Depot for a (27.11.2021 to 27.11.2022) period of 12 Months (365 Days) from the date of order, @ Rs.17,689/- per Data Entry Operator per month. (8 Hours) Total Amount Rs.2,12,268/- (Rupees Two Lakhs Twelve Thousand Two Hundred and Sixty Eight Only)

Terms & Conditions

- The Data Entry Operator posted should be well versed of MS Office, Adobe Acrobat Photoshop, PPT & Tamil typing etc.
- Office timing should be strictly adhered and will be specified by the AE(M) of concerned lorry station.
- Alternate DEP Operator should be available in case of absence of posted persons.
- The contractor should not engage persons below 18 years and complete discipline should be maintained in the office, if any such indiscipline attitude found, the contractor is liable to change such persons immediately.
- The payment structure should be as per the proceedings of the Chennai Collector subject to various aspects like ESI, EPF, etc.,

Jurisdiction of courts

In case of any disputes arising out of the contract; it shall be settled through the competent civil court having jurisdiction in Chennai only.

Extension -

The validity of the contract can be extended for a period as specified by the Corporation on mutual consent of the Corporation and the Contractor on existing rates, terms and conditions.

Termination of Contract

Once the period of the Agreement is completed, the Agreement will stand terminated automatically. No notice in this regard will be issued.

The employer may at any time terminate the Contract by giving 30 days notice without assigning any reason.

Consequences of termination: In all cases of termination herein set forth, the obligation of the Employer to pay shall be limited to the period up to the date of effective termination. Notwithstanding the termination of the Agreement, the parties shall continue to be bound by the provisions of the Agreement that reasonably require some action or forbearance after such termination.

Scanned with CamScanner

Disputes: Any dispute arising out of this agreement or that which may arise in future, will be resolved by taking recourse to mutual settlement in the instance, failing which the dispute will be subject to Chennai Jurisdiction only.

Contractor will pay his laborers working on the job undertaken by contractor for Greater Chennai Corporation, at least minimum wages statutory payable to the contract laborer. Contractor will have to show proof of having actually paid minimum wages, PF, Bonus & ESI to the laborers.

Sales Tax / Service Tax / Works Contract Tax : The contractor must submit bills along with all taxes, statutory levies, sales tax, service tax and works contract taxes etc. Greater Chennai Corporation shall not entrain any request for payment of any taxes / levies separately.

You are hereby requested to pay security deposit @ 2% of the total value (Rs.4,300/-) in the form of NSC/KVP/Time Deposit in favour of the Commissioner, Corporation of Chennai and also to execute a agreement immediately for the due and faithful performance of the contract.


J.E.(M) (N)


ASST. EXE. ENGINEER (M) (N)


EXECUTIVE ENGINEER (MECH) (N)

SHARAN MARIA ROSHINI

Altruist Technologies
Aneja Towers Perungudi Chennai - 96



Provisional Offer

Date: 20-Sept- 21

Process: Airtel-MS SRD

Dear Sharan Maria Roshini V,

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on 23-sept-2021 failing which this offer is void.
- Your Monthly Stipend Salary would be INR 12,400 /-Per Month
- Your training will be 15 days and Rs.975 /- will be provided as your Training Stipend (15*65 =975)
- Training stipend will be applicable only on successful completion of your training certification.
- No Deductions or Eligibility on PF / ESI etc.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (20th to 20th) of every month and the salary will be credited 7th of every month
- At the end of 1 Year completion through NAPS program you will be given certification by Government of India post successful clearance of assessment by them.

Please report at 9AM on your date of joining with the below mentioned documents.

- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadharcard (Mandatory)
- Proof of residence – Voters id / / Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies



Authorized Signatory

I accept the offer on the terms and conditions outlined.

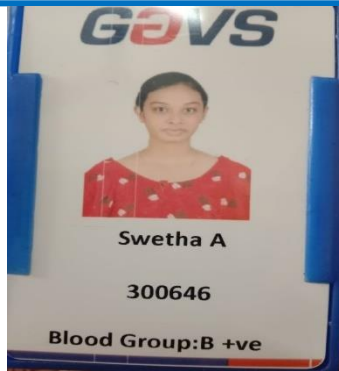
Date:

Candidate Signature:



Altruist Technologies
Aneja Towers Perungudi Chennai - 600096.

SWETHA A



Talodyn Networks Private Limited

No.8, Luz Avenue, Mylapore, Chennai – 600004

EMPLOYMENT AGREEMENT

This agreement is made on 06th September 2021 at Chennai.

Between
Talodyn Networks Private Limited, (herein after referred to as "Diamondpick" or "Company")
No.8, Luz Avenue, Mylapore, Chennai – 600004
And
Swetha A

- Offer ID/Employee ID: MP1175
- Position: Engineer
- Employee's Name: Swetha A
- Employees Contact No: +91 7358479885
- Business / Work Hours per Day: As per business requirement of the client.
- Payment Date of Salary: On the 7th Working day of the next month.
- Deputed To: GAVS Technologies
- Notice Period: A notice of 1 month is required during the first year of your employment with the company by either party to terminate this contract. In subsequent years either party may terminate the contract with a notice period of 15 days. Notice period is considered to start from the point when the written communication is received from the Client/ Company/ You. However, when the client ends the contract without notice to Diamondpick, same clause is applicable to you as well. When situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect.
- Leave Entitlement: Applicable law/Management discretion (Details in annexure below)/ Client policy.

Talodyn Networks Private Limited (CIN: U74999TN2017PTC118255)
Regd Office : B/57 Luz Avenue Road, Mylapore, Chennai 600004
Operations : 4th Floor, Tower 2, TVH Belicass Towers
No 94 MRC Nagar, Chennai 600028
www.diamondpick.com



Compensation Structure:

Compensation is strictly confidential between the employee and the employer. It has been determined based on various factors such as Employee job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Employee Name		Swetha A	
Gender		F	
Designation		Engineer	
Location		Chennai	
		Salary Structure	
CTC		Monthly	Yearly
		20,833	2,50,000
Basic Pay		8,333	1,00,000
House Rent Allowance (HRA)		4,167	50,000
Statutory Bonus		757	9,084
Special Allowance		5,254	63,042
Gross salary (A)		18,511	2,22,126
Employers PF contribution		1,721	20,655
Employer ESI		602	7,219
Retirals & Health Benefits (B)		2,323	27,874
Total Cost to Company (A+B)		20,833	2,50,000

Please Note:
Compensation will be subject to deduction of income tax and other statutory contributions in accordance with applicable laws.

Statutory Benefits:
You will be governed as per the respective acts of Gratuity as per the rules in force, from time to time.

UMA SHANKAR



2 December, 2021

Dear **UMASHANKAR L.**

Welcome to Wipro Limited and congratulations on your appointment as **Project Engineer.**

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are elucidated in detail in the Appointment Letter. Please go through and confirm your acceptance by selecting "Submit" on the offer form.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life - the Spirit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long-term relationship and wishing you all the success at Wipro.

Signed by UMASHANKAR L | umashankarlogu@gmail.com | 02-12-2021 09:32:23 PM IST | 115.97.38.18

**Best regards,
For Wipro Limited.**

Vishwas Deep
Global Talent Acquisition Head

(We would like to emphasize that the offer of appointment is subject to completion of your reference check.)

In case you need any clarifications regarding your job, salary, or any policy, please contact **Nikhil ANAND** At **nikhil.s79@wipro.com**.



VIMAL RAJ



Gembrill

Technologies India Pvt Ltd

Date: 12-Jan-2022

OFFER LETTER

Dear Mr. Vimalraj D,

In consideration of your resume and in furtherance to the telephonic interview and mutual discussion in person with reference to the pay structure, training and exposure, facilities and benefits, we are pleased to extend you an offer of employment as “**Junior Software Engineer (Java Developer)**” on the following terms and conditions:

- You will be paid a compensation of **INR 20,000/-** per month (annualized amount is INR 240,000/- per annum). The break-up of your compensation package is furnished below:

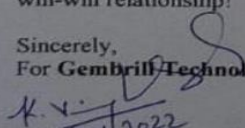
Pay Components	Per Month (INR)
Basic Salary	7,127
House Rent Allowance	4,454
Conveyance	1,600
Medical Reimbursement	1,250
Food Allowance	1,000
Special Allowance	2,386
Gross Salary	17,818
Benefits	
Company Contribution to EPF	1,604
Company Contribution to ESI	579
Total Benefits	2,183
Cost to Company (CTC)	20,000

- You will be required to sign an employment contractual agreement.

Please sign and return a copy of this offer letter as a token of your acceptance. Please feel free to contact me if you have any question regarding this offer.

We welcome you to **Gembrill Technologies** and looking forward to have a mutually beneficial and win-win relationship!

Sincerely,
For **Gembrill Technologies (I) P Ltd.**


Vignesh K
Assistant Manager-HR

Accepted this offer:

Agreed to join duty on: 24/01/2022

Signature & Date: Vimalraj D 12/01/2022

36, Vijayaraghava Road, T. Nagar, Chennai-600017. Ph: 91 44 42969596. Email: info@gembrill.com. URL: www.gembrill.com

VISHWA S



November 19, 2021

HRD/2T/1002116437/21-22

Mr. Vishwa s
No.169,Annai Sathya Nagar,5th street
Greenways road,chennai
Chennai-600028
India

Ph: +91-9790725015

Dear Vishwa,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.11.19 11:22:39 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

PRASHANTH S



ريفلاكس انترجارتد لوجيستكس ش ذ م م (فرع)
Reflex Integrated Logistics LLC (Branch)
Jebel Ali, U.A.E, P. O. Box : 122852
T : +971 4 8219191
F : +971 4 8219190

Ref: DGL JAFZA/21/OFR/005v1

Date: 05th September, 2021

To,
Mr. Prashanth Rajendran
Passport No. U9522668
Email id: prasanthivi4444@gmail.com

Dear Mr. Prashanth Rajendran,

Sub: Final Call Letter to submit the UAE approved vaccination certificate

In continuation of the previous communications, we would like to bring to your notice that you were not able to submit the required documents against the offer letter issued (ref: DGL JAFZA/21/OFR/005 dated 15th August 2021) for the position of Warehouse Assistant cum Tally clerk in our organization.

We understood that you were not able to submit the pending document of vaccination certificate due the appointment unavailability in your locality.

But considering our urgent requirement to fill up the vacancy we regret to inform that the Company will be withdrawing the issued offer and the same will be void if you are not able to submit the **UAE approved two dose completed vaccination certificate from home country on or before 08.09.2021.**

Therefore, kindly consider this as a final call letter to assure the validity of the vacancy offered and we expect you can find a way to get back within the aforementioned deadline.

With regards,



HR Department
Reflex Integrated Logistics LLC (Branch)

NATALIA SARAH ANTHONY

Sun, 7 Nov, 5:17 PM

Hey your recruit is confirmed. Kindly join from tomorrow.

Social media account executive

Timing- 10am to 6.30pm

NEKHI INDIA

No.1090, PH Road, 1st floor, 1B,
chennai-600084.

Salary- Rs 15000/- per month.

Pls note Neha's no 9789010392



MATHESHV P

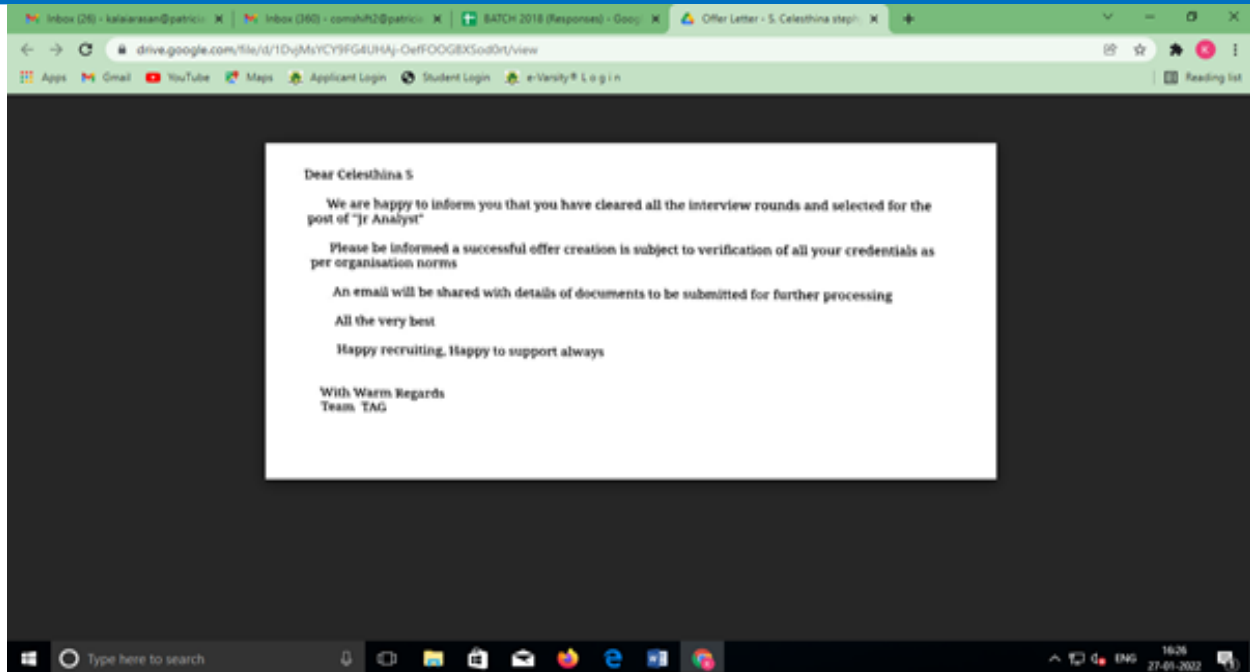




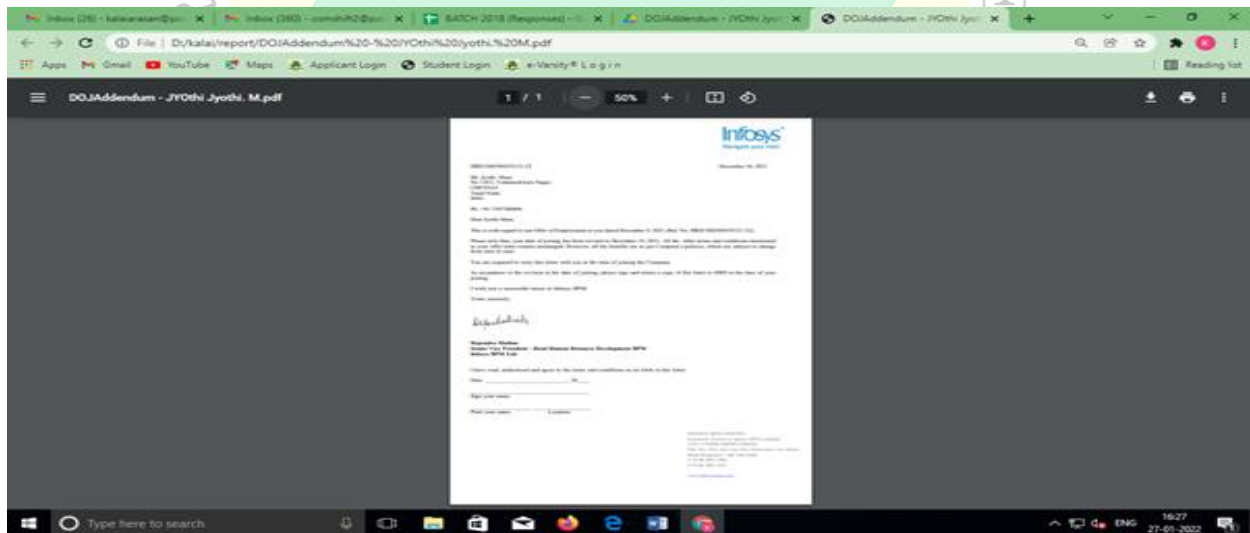
Pay Slip Catalyst Corporate Services Pvt Ltd			
Employee ID:		4526	
Name:		S F Facia	
UAN No.:		101721627221	
ESIC No.:			
PF Account No.:		KDMAL00939860000014717	
Bank Account No:		434101506255	
DOJ:		19/08/2021	
Month:		Dec-21	
Earnings		Deductions	
Description	Amount (Rs)	Description	Amount (Rs)
Basic	5600	Provident Fund	0
Special Allowance	4400	ESIC	95
House Rent Allowance	1263	Profession Tax	208
Transport Allowance	0	Advance	0
Project Allowance	0	MLWB	10
Project Expense	0	Income Tax (TDS)	0
Key Result Area	0	Others (if any)	250
Medical Reimbursement	0		
Educational Allowance	0		
Medical Reimbursement	0		
Educational Allowance	0		
Telephone / Cell Reimbursement	0		
Communication Reimb	0		
Conveyance	0		
Night Shift Allowance	1050		
Leave Travel Allowance	0		
Statutory Bonus / Bonus	0		
Monthly Variable performance incentive	0		
Other	0		
Ex-gratia	0		
Incentive	250		
Other Excess Dedn Reimbursed (Not Taxable)	0		
Arrears	0		
Total	12563	Total emp own contribution	563
		Salary after employee own contributions	12000
General Remark:		0	
Payment Remarks:		Direct Credit on 06.01.2021	
This is an electronically generated document, hence doesn't require manual signature			



CELESTHINA STEPHY S



JYOTHI M



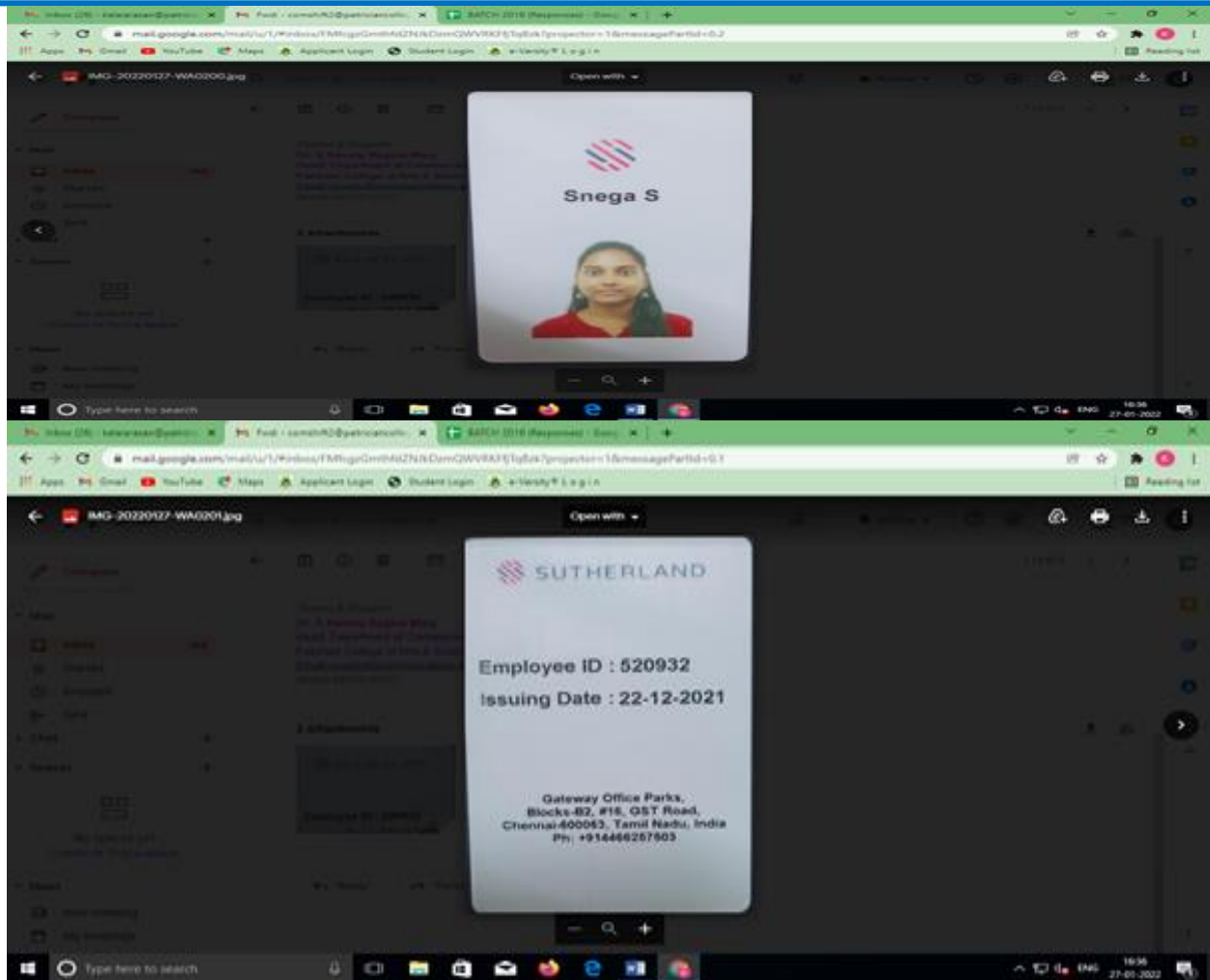
SEBASTIAN RAJ C



PARTHIPAN P



SNEGA S



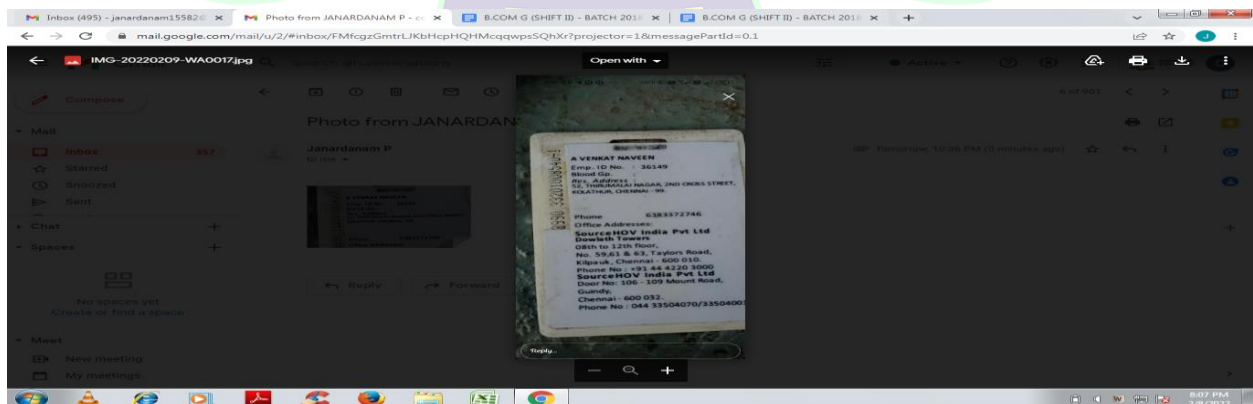
DEEPAK R



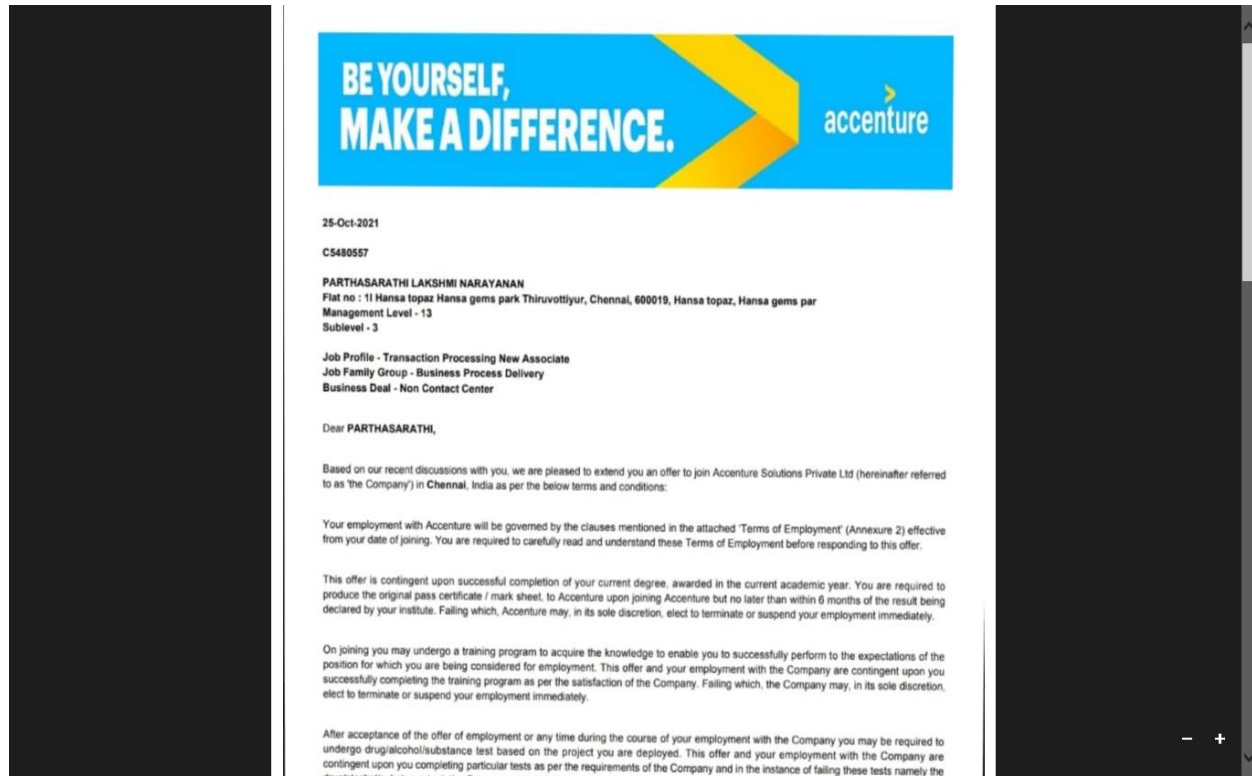
NAVEEN KUMAR R



A VENKAT NAVEEN



PARTHASARATHI L



AMARNATH M



revenue cycle *reimagined*
OFFLETDec-202119249-CH

www.agshealth.com

December 16, 2021

Amarnath Meiyappan
Chennai.

Offer Letter

Dear Amarnath,

Congratulations!

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be ₹.204000, In addition to this, you will also be eligible for a performance based incentive up to ₹.102000 per annum to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **December 21, 2021**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



BALAJI A

1 3



August 5, 2021

Mr. Balaji A
Chennai.

Dear Balaji,

We are pleased to offer you an employment in our Company as a "Trainee Process Associate" on a salary of Rs.2,20,000 (Rupees Two Lakh and Twenty Thousand only) per annum.

1. Date of Appointment

Your appointment is effective from the date of joining which shall be on or before August 9, 2021.

2. Probationary Period

You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the company, you are found suitable in the appointed post, you will be confirmed in the services of the organization.

3. Provident Fund

You will participate in the company provident fund scheme as applicable to your category of employees.

4. Salary Review

Your salary will be reviewed periodically as per the company policy. Your increments are discretionary and will be subject to, and on the basis of, effective performance and results.

5. Leave

You will be covered by leave, holidays and the working hours policy as applicable to your category of employees.

P BALAKRISHNAN

Date: 12 January 2022

Dear P BALAKRISHNAN,



Congratulations! We are pleased to inform you that you have been selected for the position of Executive in BAND I at Hexaware Technologies Limited, Chennai. Your date of joining will be on 13th January 2022. Your compensation structure is as follows:

COMPONENTS		PM		PA	
A: Monthly					
1.1 Basic	INR	4,125	INR	49,500	
1.2 HRA	INR	2,889	INR	34,666	
1.3 Special Allowance	INR	1,375	INR	16,500	
1.4 VPA	INR	2,750	INR	33,000	
Total (A)		11,139	INR	133,666	
B: Benefits		PM		PA	
2.1 Provident Fund	INR	660	INR	7,920	
2.2 GLIP & Medclaim	INR	155	INR	1,860	
2.3 ESIC	INR	396	INR	4,754	
2.4 Bonus	INR	1,400	INR	16,800	
Total (B)		2,611	INR	31,334	
TOTAL CTC: [A+B]		13,750	INR	165,000	
MONTHLY TAKE HOME CALCULATION					
COMPONENTS		MONTHLY TAKE HOME		MONTHLY TAKE HOME BASED ON RATING	
MONTHLY		MONTHLY TAKE HOME		MONTHLY TAKE HOME BASED ON RATING	
Gross(Refer to Total (A) above)	INR	11,139	Rating 1 (Considering 50% Monthly VPA)	INR	10,579
Add: Advance Bonus	INR	1,050	Rating 2 (Considering 75% Monthly VPA)	INR	10,923
Less : ESIC	INR	91	Rating 3 (Considering 100% Monthly VPA)	INR	11,266
Less : PF Contribution	INR	660	Rating 4 (Considering 125% Monthly VPA)	INR	11,610
Less : Profession Tax	INR	171	Rating 5 (Considering 150% Monthly VPA)	INR	11,954
Net Take Home Salary	INR	11,266			

Variable Performance Allowance will be paid based on the ratings at the end of every month. These ratings will be given for your performance in line with the KRAs. VPA for employees for the first 30 days or training period, whichever is higher, will be paid at a default rating of 2. In case you exceed performance and get a rating of 4 and above you will be entitled to make more than your Target Variable Pay as mentioned above in the structure.

The company has taken a Group Life Insurance Policy and a Medclaim Policy in case of any medical emergencies. A premium of Rs.155/- per month is paid by the company and hence is provided as a benefit as shown in the above table. As per the policy, the coverage limit under Medclaim is Rs.1,25,000/- & the coverage under Group Life Insurance Policy is Rs. 500,000/-.

Bonus – Any Advance bonus component as a part of CTC is being paid as a part of monthly take home. The final bonus payable as per Payment of Bonus Act 1965 will be decided & paid before Diwali after adjusting the advance amount paid out as a monthly component.

Notice Period - Any voluntary termination of employment by an employee requires a notice of 7 working days during the probation period of three months and One month's written notice post confirmation in Hexaware BPS.



DINESH P



Ref No: 17750044
29-Dec-2021



Dinesh P

Dear **Dinesh**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Chennai**.

Your annual total compensation will be **INR 157,505**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **04-Jan-2022**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,



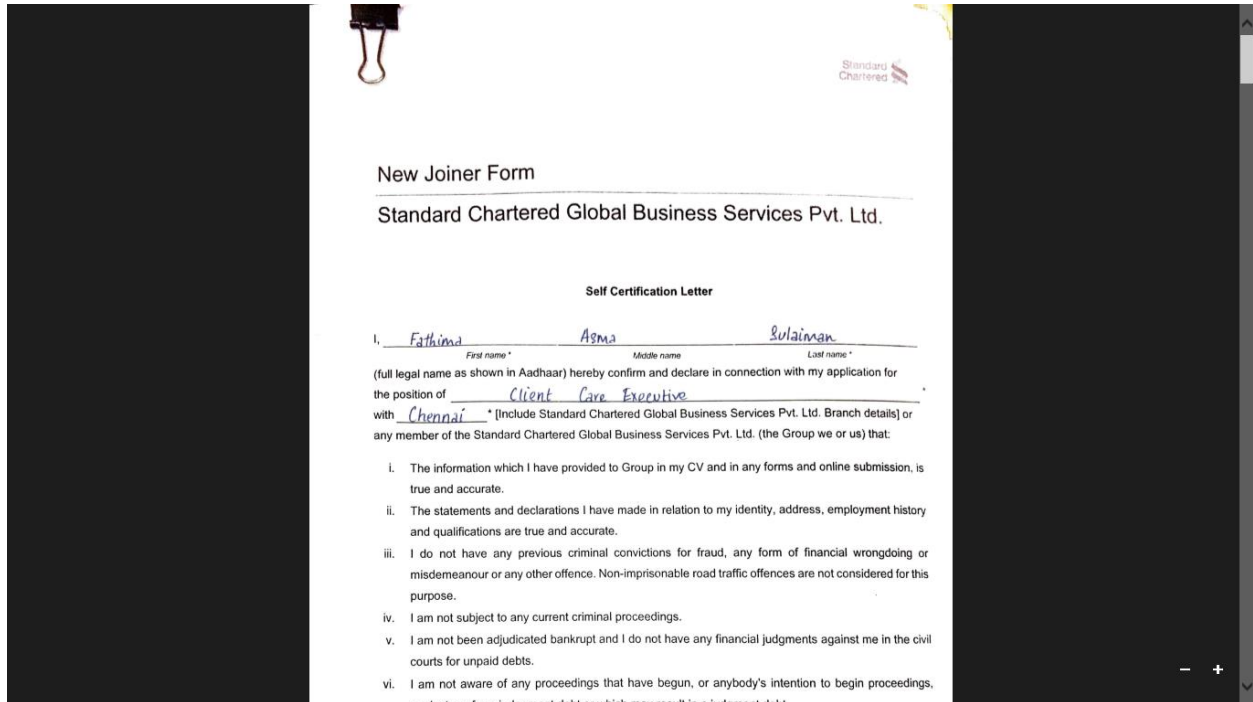
Shibu Balakrishnan
Sr.Director-Talent Acquisition

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

Signature:

Date:

FATHIMA ASMA A



New Joiner Form

Standard Chartered Global Business Services Pvt. Ltd.

Self Certification Letter

I, Fathima Asma Sulaiman

(full legal name as shown in Aadhaar) hereby confirm and declare in connection with my application for the position of Client Care Executive with Chennai * (Include Standard Chartered Global Business Services Pvt. Ltd. Branch details) or any member of the Standard Chartered Global Business Services Pvt. Ltd. (the Group we or us) that:

- The information which I have provided to Group in my CV and in any forms and online submission, is true and accurate.
- The statements and declarations I have made in relation to my identity, address, employment history and qualifications are true and accurate.
- I do not have any previous criminal convictions for fraud, any form of financial wrongdoing or misdemeanour or any other offence. Non-imprisonable road traffic offences are not considered for this purpose.
- I am not subject to any current criminal proceedings.
- I am not been adjudicated bankrupt and I do not have any financial judgments against me in the civil courts for unpaid debts.
- I am not aware of any proceedings that have begun, or anybody's intention to begin proceedings, against me for a judgment debt or which may result in a judgment debt.

NIHAREKHA D





Ref No: 17750026
29-Dec-2021



Niha Rekha D

Dear **Niha Rekha**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Chennai**.

Your annual total compensation will be **INR 157,505**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **04-Jan-2022**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,
For **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"),



Shibu Balakrishnan
Sr. Director-Talent Acquisition

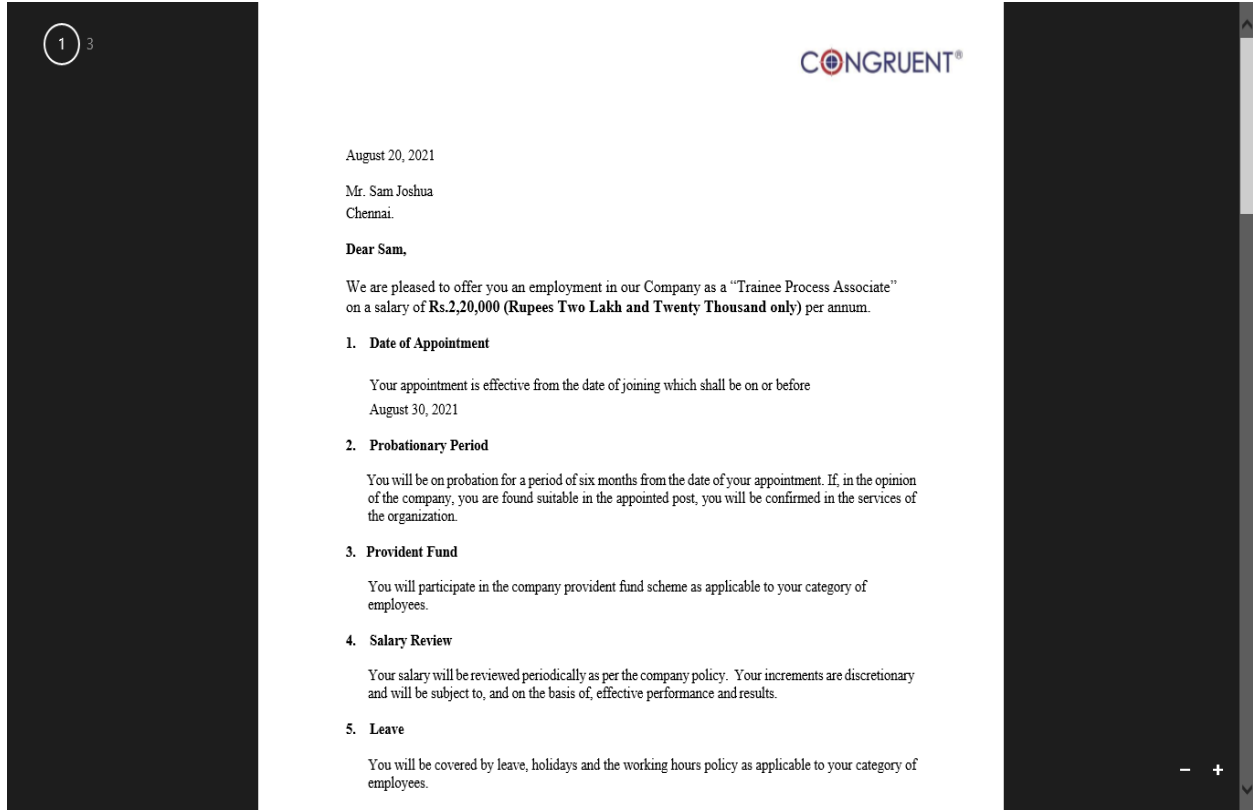
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



SAM JOSHUA J



VINOTH K





DynPro India Pvt. Ltd.
3rd Floor, West & Central Wing,
'The Estate', 121, Dickenson Road,
Bengaluru - 560 042, Karnataka, India.
Tel : +91 -080 - 46725000
www.dynproindia.com
CIN: U72200DL1997PTC084514

Vinoth
PAN : BSLPV6999K
No 98, Valmiki Street, Thiruvananthapuram,
Chennai-600041 (Tamil Nadu)

Dated: 18.01.2022

OFFER LETTER

Dear Vinoth,

We are pleased to offer you a position with **DynPro India Pvt Ltd.** (the "Company") at-will as a **Business Operations Associate** to fulfill the contractual obligations, official duties and responsibilities of our client **Hewlett Packard Enterprise India Pvt. Ltd. Chennai.**

The intended date of your appointment shall be **Monday, 24 January, 2022.** However, the actual date of reporting the client as per their business exigencies will only be considered as start date of your appointment. Your gross annual compensation (CTC), inclusive of all the benefits shall be **INR 2,04,000 (Rupees Two Lakhs Four Thousand Only)** ("Annual Compensation") determined prior verification and validity of the submitted documents of previous employment, work experience & academic credentials. Please note that all applicable taxes and statutory deductions under the State and Central Acts shall be deducted at source from your Compensation.

As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records. This offer will also be governed by the validity of your educational and employment credentials submitted to us.

Detailed terms of appointment will be issued post verification of the foregoing documents. Originals as per Pre-Joining Document Check List and successful completion of pre/post onboarding Background Verification. Please note that all provisions therein shall override and prevail in the event there is a conflict between the terms of this offer and your detailed letter of appointment.

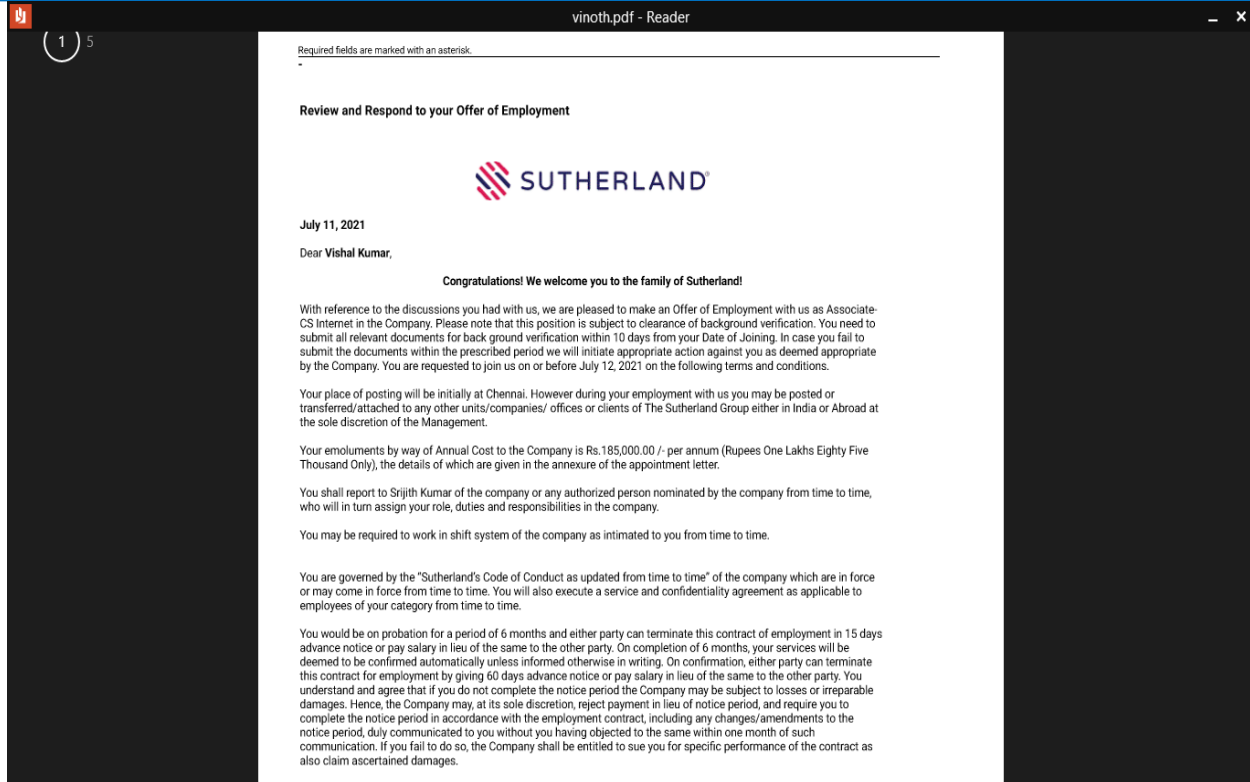
The validity of this offer for acceptance is within two days unless extended further and communicated to you through your registered e-mail id. You are requested to furnish a copy of the acceptance of your resignation submitted to your present employer which shall not be of later than 5 (Five) days from the date of this offer letter, confirming your LWD.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records through a return email or by courier.

We shall be glad to assist you on any queries/clarifications that you may have. Please feel free to

VISHAL KUMAR





MADHESWARAN K





Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder Mumbai
400 001

Ref: 821767/1959784/Permt

Date: 17th September, 2021

Madheswaran K
198, Kuil Thottam, Santhome
Mylapore, Chennai, Tamilnadu
Phone No: 8682987112

Subject - Offer of Appointment

Dear Madheswaran K,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Technical Support** on U1 band, operating out of our **Chennai** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 259205 (Rupees Two Lakhs Fifty Nine Thousand Two Hundred and Five Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **17th September, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Suriyapriya Nagarajan at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited (SDB-4), 602/3 Elcot SEZ, Old Mahabalipuram Road, Sholinganallur Village, Chennai - 600119**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.



AVINASH G

9:12 PM

VoLTE 4G



Hi Avinash G,

Congratulations!

Thank you for taking time for discussions with us. Further to your interviews, we are excited to extend an offer for the role of a **Digital Associate**, for a contractual role of 11 months, at **Amazon Development Center India**, Chennai. Details of the offer break-up is mentioned in the attached document.

Components	Amazon Offer (INR)
Base Salary	248,100

Total compensation (Annual): INR 248,100

The proposed date of joining is **7th February 2022**. *We look forward to receive your 'acceptance' on this offer as well as on the date of joining. (Date of Joining is subjected to background check clearance).*

PS : I will initiate the background check for your candidature. You will be receiving the Formal Contract Copy post document submission for verification. Quick action on the same would be highly appreciated

Team Amazon looks forward to welcome you!

Please respond by tomorrow 10:00 AM and feel free to reach out to me for any clarifications.

Reach out to me at 9902803492 for any queries.

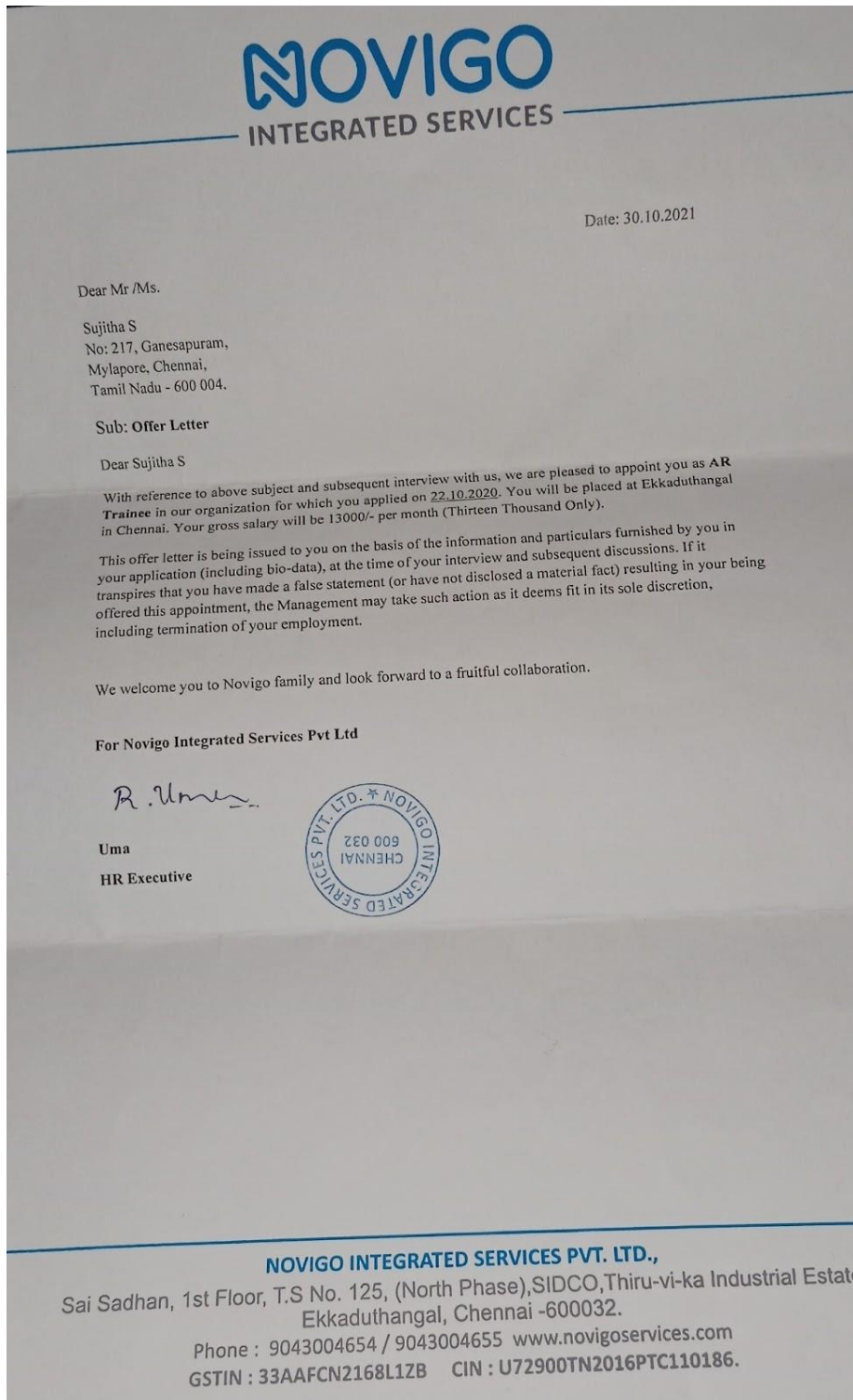
Regards,

Manju Deepan

Sourcing Recruiter, AWS
Amazon Internet Services Private Limited

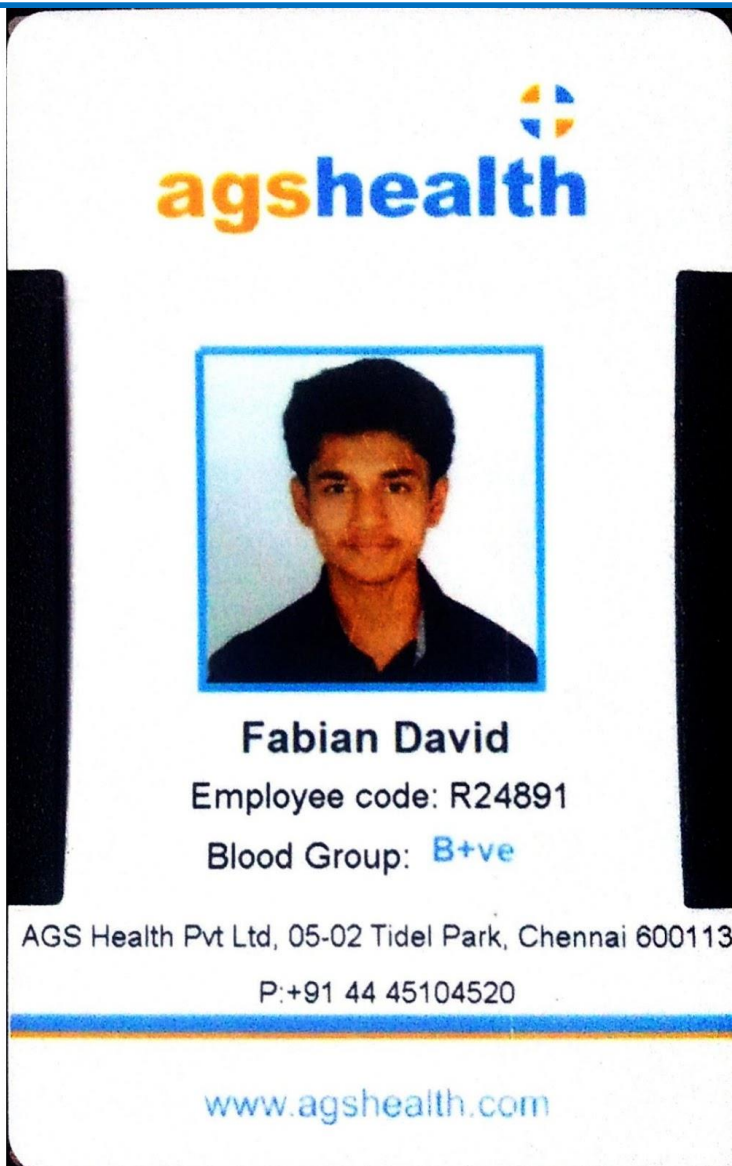


Sujitha S





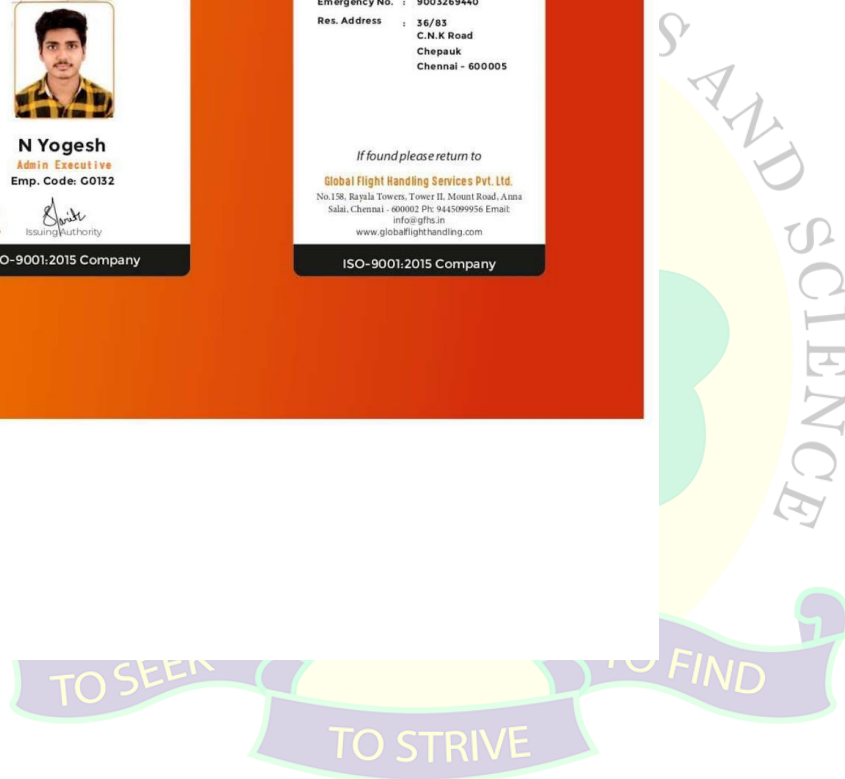
Fabian Jerome Thomas



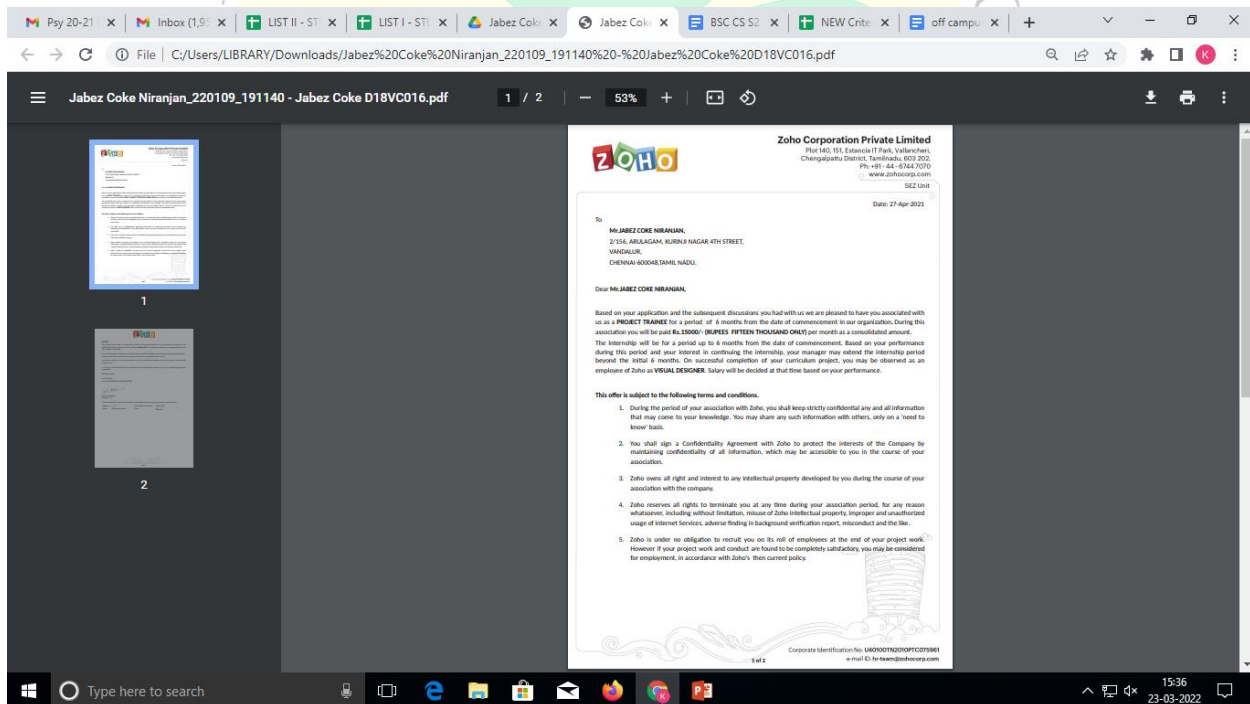


Yogesh N





JABEZ COKE NIRANJAN



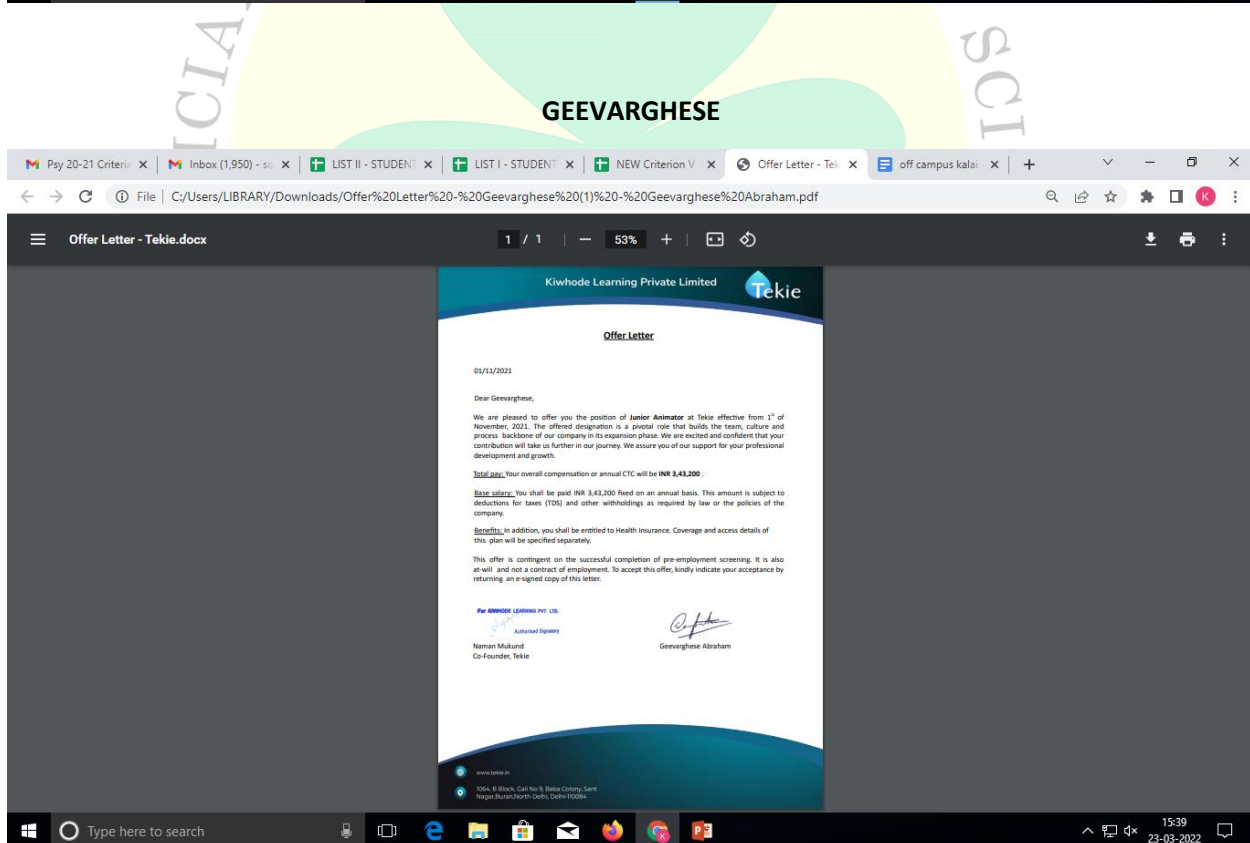
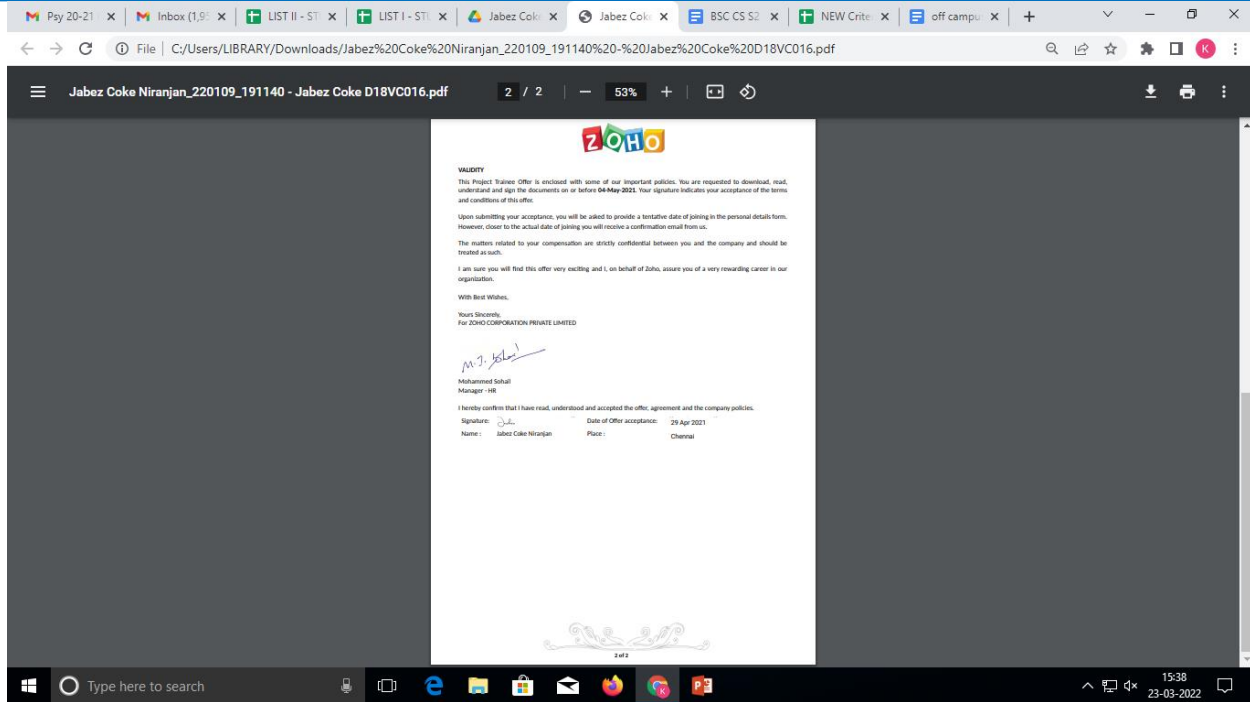
The screenshot displays a PDF document titled "Jabez Coke Niranjana_220109_191140 - Jabez Coke D18VC016.pdf". The document is an offer letter from Zoho Corporation Private Limited to Mr. Jabez Coke Niranjana. The letter is dated 27-Apr-2021 and is addressed to Mr. Jabez Coke Niranjana at 2155, ABILAGAN, KUMAR NAGAR 4TH STREET, VANDALUR, CHENNAI-600046 TAMIL NADU.

The letter states that based on the applicant's application and subsequent discussions, the company is pleased to have them associated with it as a **PROJECT TRAINING** for a period of 6 months from the date of commencement to the organization. During this association, the applicant will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount. The internship will be for a period up to 6 months from the date of commencement. Based on the performance during this period and the interest in continuing the internship, the manager may extend the internship period beyond the initial 6 months. On successful completion of the curriculum project, the applicant may be observed as an employee of Zoho as a **VISUAL DESIGNER**. Salary will be decided at that time based on the performance.

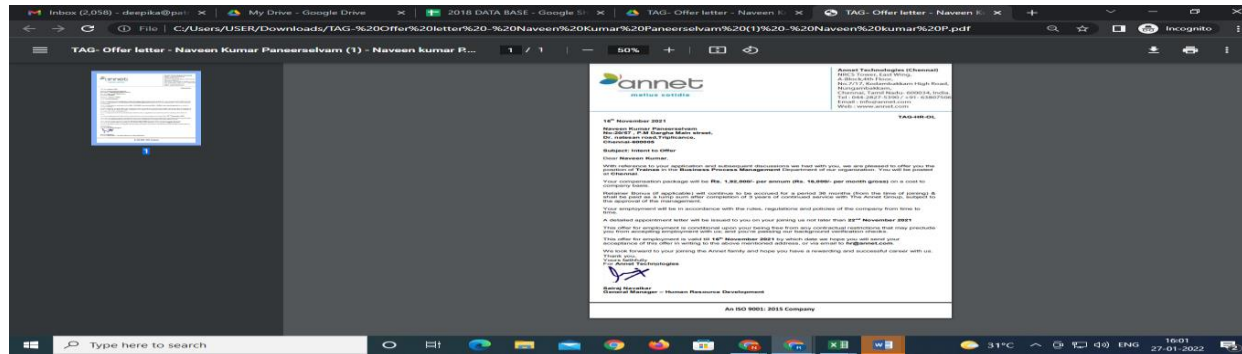
The offer is subject to the following terms and conditions:

- During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a "need to know" basis.
- You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
- Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
- Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of Internet Services, adverse finding in background verification report, misconduct and the like.
- Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However, if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

The document also includes a corporate identification number: U40307TN2020PC039861 and a website link: www.zohocorp.com.



Naveen kumar P



Alister Infant Raj S

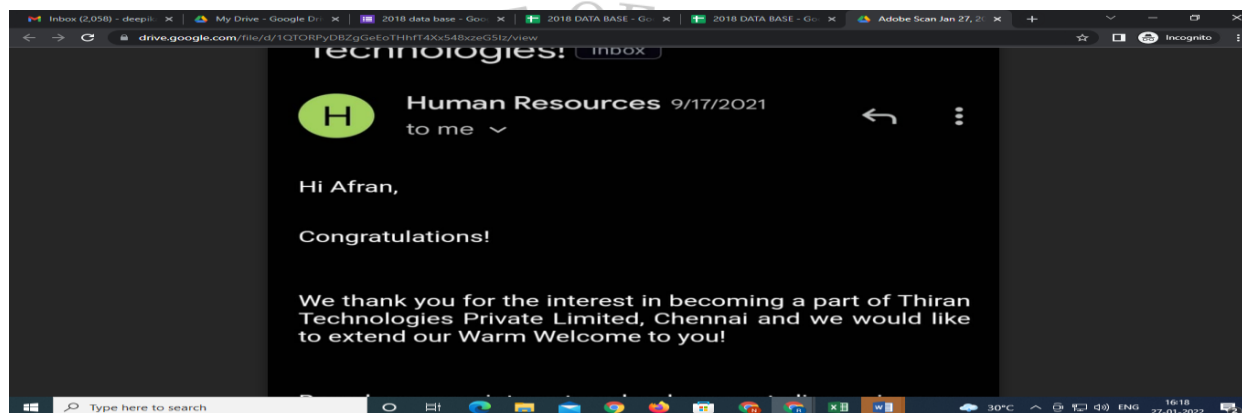


Gopi

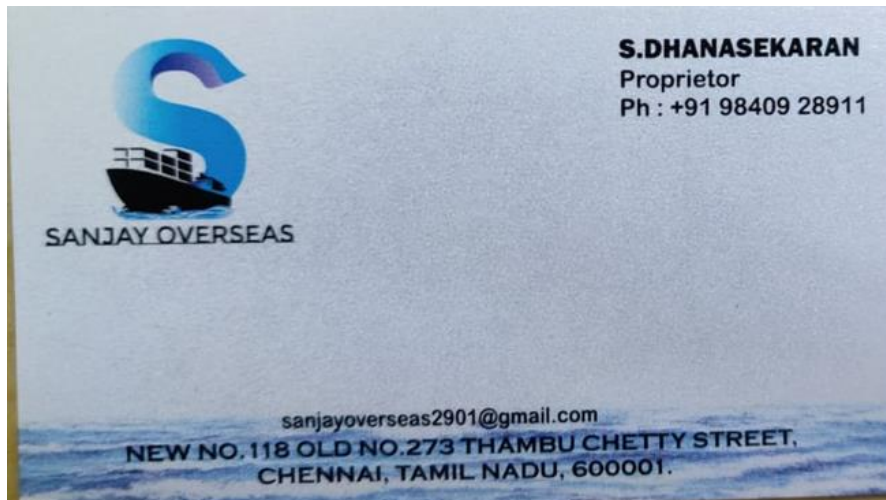




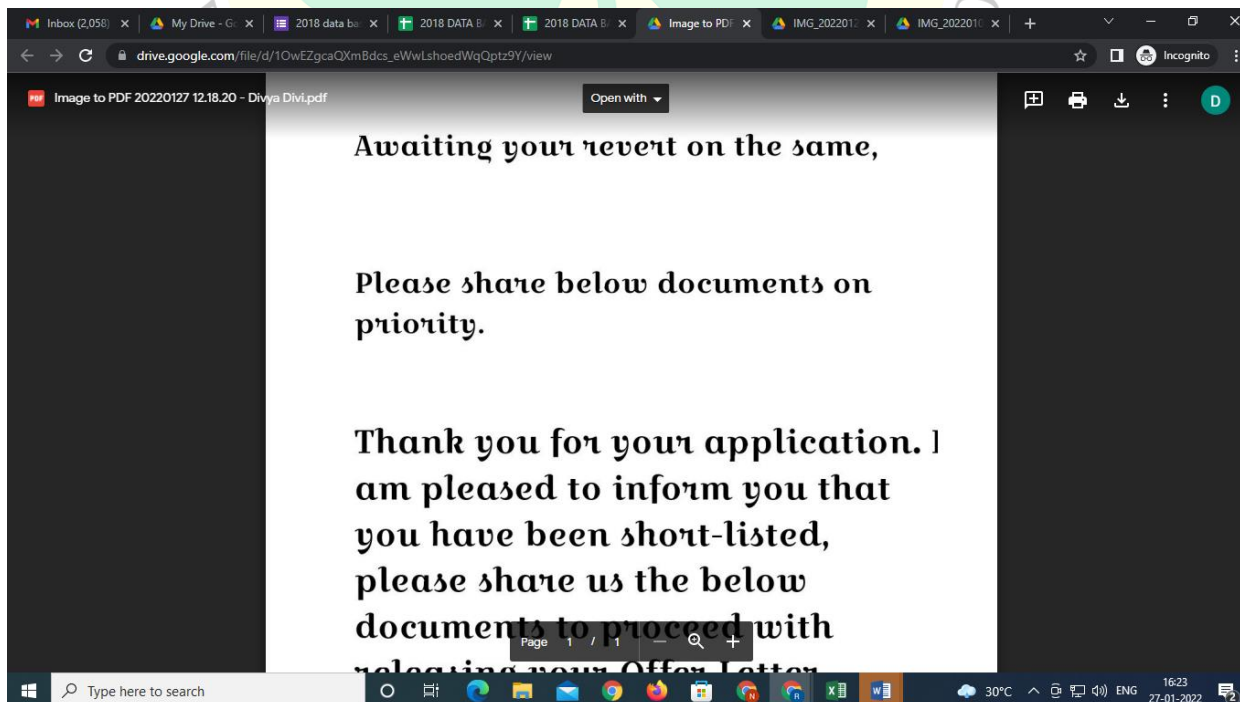
Afran Akthar



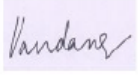
Dhanasekaran s



Divya.T



Gokula kannan.S

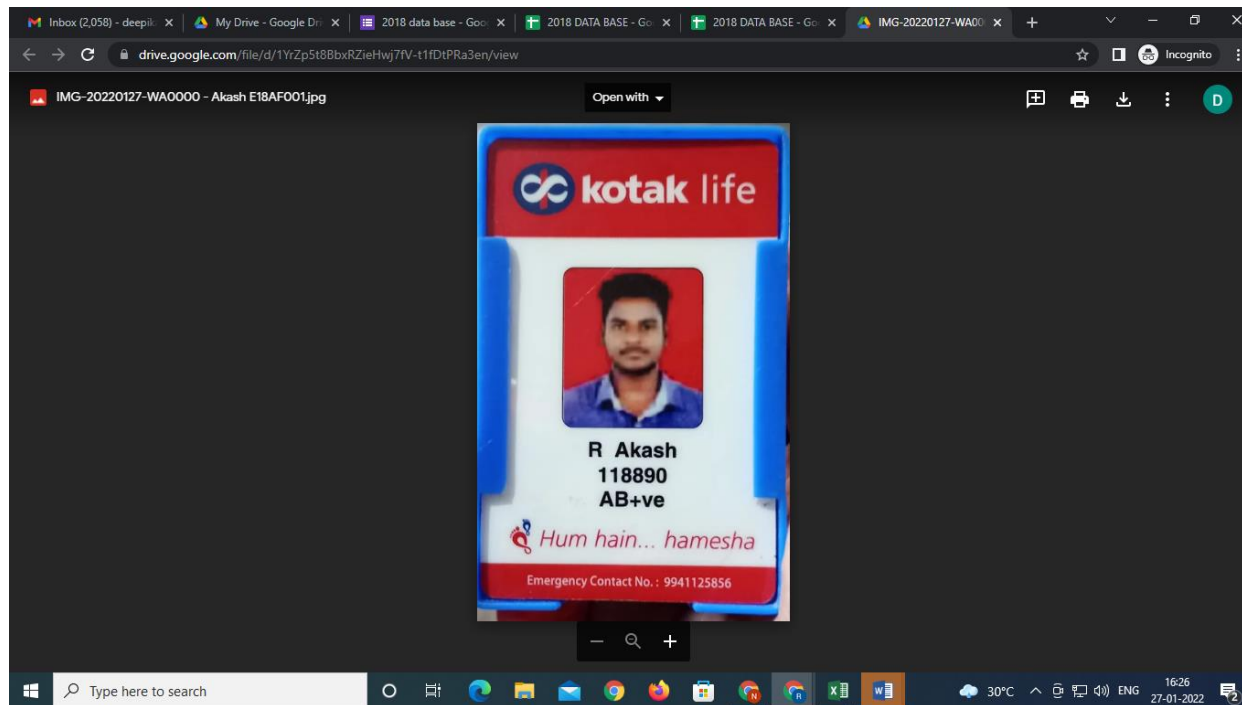
 THE INSTITUTE OF CHARTERED ACCOUNTANTS OF INDIA		
Student's Identity Card - Duplicate		
	Student Name :	GOKULA KANNAN S
	Registration Number :	SRO0780292
	Date of Birth :	08/05/2000
	Address :	22/2G,1ST FLOOR,VEERARAGHAVAN STREET,WEST MADA STREET,IND,TAMIL NADU,TIRUVALLUR,CHENNAI,600019.
Valid from : 05/07/2021 Valid to : 05/07/2025 Card No. : SI2021000000		 Director, Board of Studies



D. Hari bala krishnan



Akash R



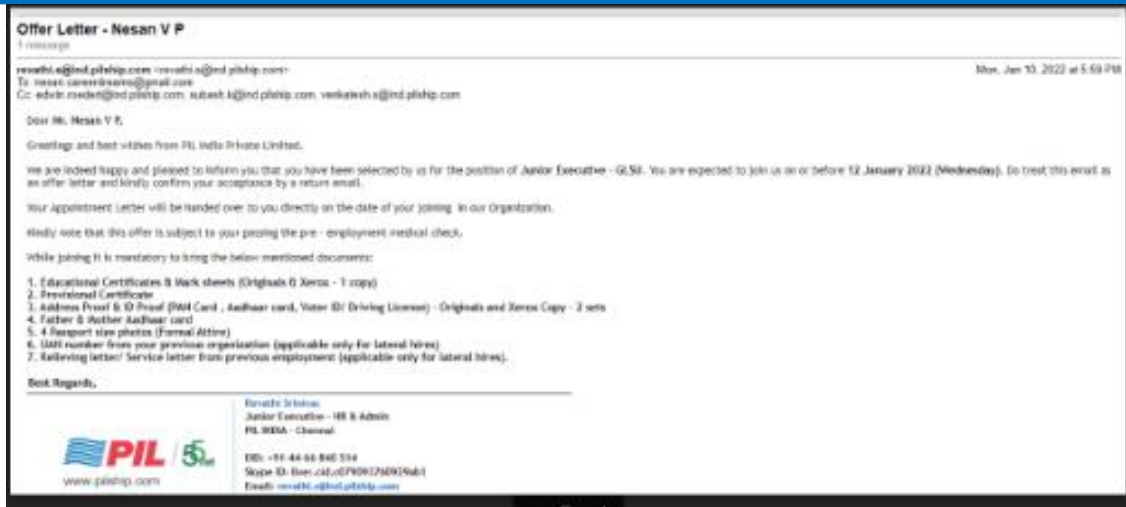
Kevin richmunt



kishore



Nesan VP



Dean Shervin C



MOHAMMED SAJEETH M



AARGEE Staffing Services (P) Ltd.

driven by human values

20-September -2021

Mr.Mohamed Sajeeth Mohamed Basha,
Chennai.

Dear Mr.Mohamed Sajeeth Mohamed Basha,

Offer of Employment

Further to our discussions, we are pleased to offer you the position of "Business Associate" at our client site on the following terms and conditions:

- a) You will be deputed to work in a location our client determines from time to time, including premises of end clients and their associates and partners.
- b) You will be governed by the business and the operating requirements of the end client you will be servicing and will also be governed by all the established Rules and Regulations of AARGEE as applicable from time to time.
- c) You will be governed by the Hours of work, Holidays/weekly holidays of the client to which you will be deputed from time to time. The client reserves the right to alter or modify its working hours.
- d) You will be paid a salary of **Rs.156000/-** per annum (Only if full attendance). Salary is computed on a



JERIN GEORGE



SUBITHA B



UMA MAHESHWARI R



RAKESH R



DEEPTHI B



MERLIN F



RENE DE ROZARIO

Private and Confidential

RENE DE ROZARIO

**No.18/D AP Aparna Apartments,Shanthi Nagar,
Chennai,
Tamil Nadu,
India - 600011**

Dear RENE DE ,

With reference to your application and subsequent interview, we are pleased to make you an offer – cum - appointment with **HCL Technologies Ltd., - BUSINESS SERVICES ("BSERV" or "HCL" or "Company")** as **Customer Service Representative**. You are required to report on October 14, 2021 at 09:00 a.m., at the address: **HCL Technologies Ltd., - BUSINESS SERVICES, Chennai- SEZ, SOB2 Sholinganallur 602/3.**

- Your annual compensation would be **Rs. 235000 Per annum**. A detailed structure of your compensation will be shared on your joining. Explanation of compensation structure and employee benefits have been detailed out in **Annexure B**.
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.
- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or





16-09-2021

Dear Bhuvaneshwary G ,

Greetings from Dvara Kshetriya Gramin Financial Services Private Ltd.,

We are pleased to offer you the role of **Business Support Executive** in **EM1** Grade. Your place of posting will be **Chepauk**.

Your Fixed CTC will be **Rs. 1,45,200.00** (ONE LAKH FORTY FIVE THOUSAND TWO HUNDRED) comprising the following: - Basic, HRA, Allowances, LTA and retirement benefits, which include Provident Fund and Gratuity as per company policy. Payment of variable pay and year-on-year increment in compensation is subject to "DVARA Kshetriya Gramin Financial Services Private Ltd" performance and your performance and meeting business targets set for you.

Your appointment will be governed by the terms and conditions of employment presented in the annexure. You will also be governed by the rules, regulations, and practices in vogue and these may change from time to time.

We also have tax friendly components, which you may choose for TDS exemptions. The components include car maintenance, attire allowance, professional pursuit allowance and other such components. These components which you choose will be carved out of the special allowance mentioned above.

In addition to this you will also be eligible for

1. Mobile & Data card connection as per company policy
2. Medical Insurance for self and Family
3. Group Personal Accident Insurance & life insurance for self

Please confirm your acceptance by a return mail to Human Resources.

You are also required to upload self-attested copies of the documents, as mentioned below, along with the duly signed offer letter. We will share an email with details to upload.

Please note: This offer from Dvara KGFS is valid only till 16-09-2021 . Any extension in the said validity shall be at the sole discretion of the Company, which shall be communicated to you in writing.

We look forward to your joining us. Should you have any further clarifications, please feel free to contact us.

for Dvara Kshetriya Gramin Financial Services Private Ltd.,

Huma Tariq
Chief Human Resources Officer

Durga Devi Arunagiri





MiraMed Ajuba Solutions Pvt Ltd

(Formerly Ajuba Solutions (India) Pvt Ltd)

Registered office | 12-02 Tidel Park | 4 Canal Bank Road | Chennai 600113 | India

phone
+91 44 3068 0410

fax
+91 44 3068 0430

NON DISCLOURE AGREEMENT (ANNEXURE to EMPLOYMENT LETTER)

FOR GOOD CONSIDERATION and in consideration of being employed by Miramed Ajuba Solutions Pvt. Limited, the undersigned employee hereby agrees and acknowledges:

1. That during the course of my employment there may be certain trade secrets disclosed to me by the Company; said trade secrets consisting but not necessarily limited to:

- a) Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs and research projects.
- b) Business information: Customer lists, pricing data, client correspondence vendor/service provider information and contacts and pricing ,sources of supply, financial data and marketing, training material production, or merchandising systems or plans, advertising material ,employee related data including without limitation information on employee history ,contact details payroll information and skill sets

2. I agree that I shall not during, or at any time after the termination of my employment with the Company, use for myself or others, or disclose or divulge to others including future employees, any trade secrets, confidential information, or any other proprietary data of the Company in violation of this agreement

3. That upon the termination of my employment from the Company or when demanded earlier by the Company:

- a) I shall return to the Company all documents and property of the Company, including but not necessarily limited to: drawings, blueprints, Manuals, correspondence, customer lists, computer programs, and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during the course of employment. I further agree that I shall not retain copies, notes or abstracts of the foregoing.
- b) The Company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitle to full injunctive relief for any breach.
- c) This agreement shall be binding upon me and my personal representatives, successors in interest, and shall inure to the benefit of the company, its successors and assigns.


For Miramed Ajuba Solutions Pvt. Ltd
Surya D
General Manager - Human Resources

Name: Durga Devi Arunagiri
Code : AJP20565
DOJ : 30 November, 2021

Noted & Accepted (employee signature)

HR/WI/06/08/09 Rev 1

Private & Confidential Page

8 of 8



ISO 9001 : 2008

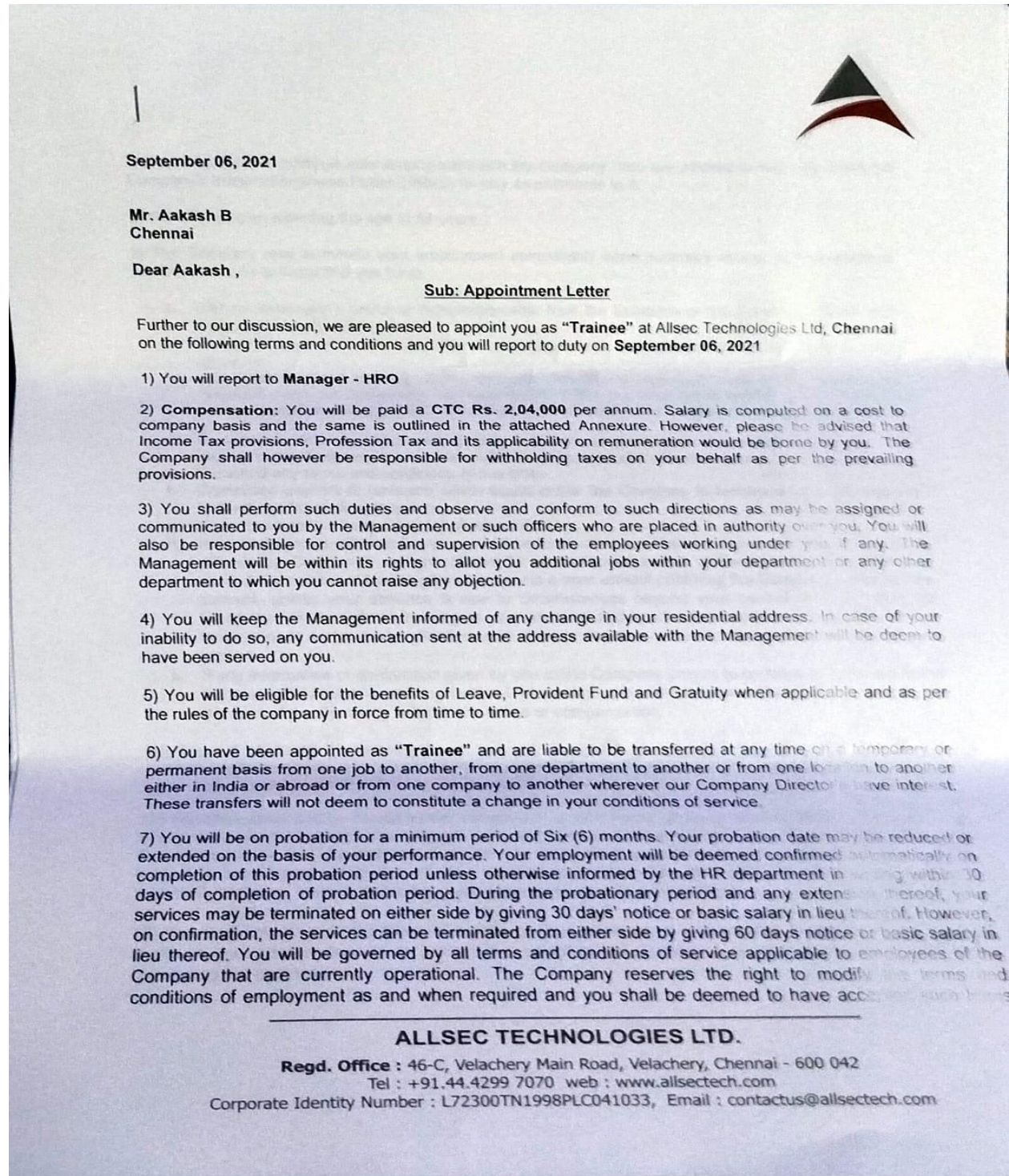


ISO/IEC 27001 : 2013

CIN NO: U72200TN2000PTC051661

www.miramedajuba.com

Aakash B



Ananthi K

WAGE SLIP			
[Under Rule 27 (2) of the Minimum Wages (Tamil Nadu) Rules, 1953]			
1	Name of the Company	TECHNOMED ELECTRONICS	
2	Name of the Employee	ANANTHI K	
3	Designation of the Employee	Purchase Assistant	
4	Minimum rate of Wage (Basic)	5,250.00	
5	Rate of Wage Paid (HRA + Allowance)	3,150.00 2,100.00	
6	Wage Period	01-12-2021 TO 31-12-2021	
7	No. of Days Worked in the Wage Period	15.00	
8	Total Over Time worked in the wage Period	3.00	
9	Overtime Earning in the wage Period	127.05 Rs.	
10	Gross Wages for the Wage Period	5,207.00	
11	All deductions made from wages, with an indication in each case, of the kinds of deductions	Rs.	
	ESIC # 5132671903	1. Advance	
	UAN # 101763233789	2. E.S.I	39.00
		3. PF	427.00
		4. Other	10.00
	Total Of Deductions	476.00	476.00
12	The Wage actually paid	31-Dec-21 BANK	4,731.00
13	Date of Payment / Mode of Payment		

Signature of the Employee _____ Signature of the Employer _____

Jessica Sha





Heads of Terms

Employee Name ("You") & Identification No ("You")	Jessica Shallot - 1643389
Employee Address	Thai Swasthik Apartment A Block As2 19th Street Annai Theresa Nagar Puzhuthivakkam Chennai
SCB Employing Entity and address (the "Company", "we", us")	Standard Chartered Global Business Services Private Limited whose registered office is at Grindlays Garden, 1 st Floor Europe Building, No.1 Haddows Road, Nungambakkam, Chennai, Tamil Nadu, India 600006 (Company Identification Number U67190TN2000PTC049177)
Term (clause 1.1)	Indefinite term, subject to the terms of this Agreement.
Commencement Date (clause 1.2)	September 13, 2021
Normal notice period (clause 22.1)	3 Months
Role and Band/Grade (clause 4.1)	Officer, Wealth Management Ops and Band 9B
Department (clause 4.1)	PvB & WM - WM SGP
People Leader (clause 4.1)	Associate Vice President
Salary (clause 5)	Your commencing Total Employment Compensation (TEC) will be INR 230000/- (Rupees Two Hundred Thirty Thousand Only) gross per annum which includes basic salary of INR 92000/- (Rupees Ninety Two Thousand Only) gross per annum.
Place of Work (clause 6)	Your usual place of work is Chennai
	Your usual places of work are GBS Chennai and Home - your home address (as recorded in Peoplesoft') The days on which you work from each location are to be agreed with your People Leader.
Designated Office (clause 6)	GBS Chennai
Working Hours (clause 7)	Your normal total working hours per week are 40 hours, to be worked at such times and on such days of the week as agreed with your People Leader from time to time (subject to a maximum of 8 working hours per day). You will ensure that you take rest breaks in accordance with local law.
Variable Compensation target and applicable performance year (clause 8.2)	10% of your Total Employment Compensation and 2021
Annual leave days (clause 12)	21 Days
Jurisdiction (clause 26.4)	Indian law and Tamil Nadu courts



6:55 PM | 5.7KB/s

VoLTE 4G 36%



1/1



www.agshealth.com

October 15, 2021

Keran Benita.u
Chennai.

Offer Letter

Dear Keran,

Congratulations!

Further to successful completion of interview at AGS Health, we are pleased to offer you the position of **Junior Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹.3000000**. In addition to this, you will also be eligible for a performance based incentive up to **₹.66000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings.

We request you to join us on or before **October 15, 2021**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature:

Date:

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).
2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
P: +91 44 4510 4520 | F: +91 44 4510 4521

MANIKANDAN. K,





ANNEXURE – B

AMVION LABS PVT LTD
CHENNAI – 600 018

Dear Mr. MANIKANDAN. K, (Emp#: 10173)

Welcome to Amvion Labs Private Ltd.

We are excited to have you as part of our progressive team. You have been appointed, as you have made us believe you can contribute to our mission of - "To develop new and better technology products, innovative solutions to unique and complex problems, work in partnership with our customers and our associate to achieve total customer satisfaction there by delivering assured business growth".

As part of Amvion's team, you will discover that the pursuit of excellence in delighting our internal and external customers without sacrificing any of our core business values is truly a rewarding, in the long run. Hence, we request you not to divulge any company's information to any other person; whether employed or not; without written permission of the company.

Welcome aboard again and best wishes for your career.

Sincerely,
For AMVION LABS PVT LTD,

SREERANJANI.S
HUMAN RESOURCES

Please Sign this return a copy on the date of Joining.

(Employee Signature)

Date of Joining: _____

Place: _____

*****END*****

- As this document is shared online, a manual signature is not required. The hardcopy of the document could be collected on personal meeting

AMVION LABS PVT LTD

NO: 1, DR. RANGA ROAD, 2ND STREET, ALWARPET, CHENNAI - 600018
Mobile: +91-9176609708 Web: www.amvionlabs.in

Savista Global Solutions Pvt. Ltd.
(Formerly nThrive Global Solutions Pvt. Ltd.)
Unit 1-G-1, Block A - Eastern Front Wing
TECCI Park No: 285, Old Mahabalipuram Road,
Sholinganallur, Chennai, TN - 600 119.
Tel +91 44 6689 1111
www.SavistaRCM.com
CIN: U85100DL2003PTC334212


Annexure B
Name: Silambarasan H
Designation: Receivables Analyst
Location: Chennai
Band/Grade: 6-1

Salary Components (A)	Monthly (INR)	Annual (INR)
Basic	4,375	52,500
House Rent Allowance	2,188	26,250
Other Allowance	4,882	58,586
Bonus	1,400	16,800
Gross Salary (A)	12,845	1,54,136
Other Components (B)	Monthly (INR)	Annual (INR)
PF	1,111	13,331
ESI	417	5,010
Gratuity	210	2,524
Sub Total (B)	1,739	20,864
CTC (A+B)	14,583	1,75,000
Shift Allowance (C)	2,200	26,400
Total Compensation (A+B+C)	16,783	2,01,400
Deductions from Gross Salary (A)		
Employee Contribution to PF	1,111	13,331
Employee Contribution to ESI	96	1,156
Professional Tax	As per applicable Acts	
Income Tax	As per the Income Tax Act 1961 and amendments thereto	

Night Shift Allowance eligibility: this is based on login hours and Project deployed.

- Login EST Rs.100 per day based on working days,
- Login PST Rs.150 Per day based on working days.

You are also entitled for Round – the – clock Personal Accident Insurance Coverage & Group Medical Insurance applicable from the date of joining as per Company policy.

We look forward to your joining us. Please do not hesitate to call us for information you may need.

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

For Savista Global Solutions Pvt. Ltd.


Mathangi Sathyaramanan
Director, Human Resources
Name of Colleague: Silambarasan H
Signature:
Date:



: 6:

In addition to the CTC:

- 1) Bonus as decided by the senior management of Hapag-Lloyd Global Services Pvt. Ltd. will be paid annually.
- 2) Insurance cover as per the below: (in Rs.)

Insurance cover	(in Rs.)
Hospitalization reimbursement limit (self, spouse and 2 children)	1,50,000
Life Insurance Cover	7,01,000
Personal Accident:	2,00,000
Accidental Death/Permanent Total Disablement /Permanent Partial Disablement	
Temporary Total Disablement	1% of Sum Insured subject to max Rs. 5000 per week up to 100 weeks whichever is less.

For Hapag-Lloyd Global Services



Anisha Dalal
Authorized Signatory

Acknowledged and Accepted

Vijay J

Treasa Sharon Raj



Ref No: 18275512
06-Oct-2021



Treasa Sharon Raj A

Dear **Treasa Sharon Raj,**

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Chennai**.

Your annual total compensation will be **INR 157,505**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **08-Oct-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,



Ardeshir R Dastur

AVP – Talent Acquisition

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

Signature:

Date:



Yuvarani



अनुदेश
INSTRUCTIONS

Offer Ref # 145278

- फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियम, 1950 के विनियम 11 व 12 के अंतर्गत विनियमित किया जाता है।
Submission of Form-I is governed by regulation 11 & 12 of ESI (General) Regulations, 1950
- “कुटुम्ब” से किसी बीमाकृत व्यक्ति के निम्नलिखित सभी अथवा कोई नातेदार अभिप्रेत है:-
अर्थात्:- (1) विवाहिती (2) बीमाकृत व्यक्ति पर आश्रित कोई धर्मज या दत्तक अवयस्क आश्रित बालक, (3) कोई बालक जो बीमाकृत व्यक्ति के उपार्जन पर पूर्णतः आश्रित है तथा जो (क) शिक्षा प्राप्त कर रहा है, उनके 21 वर्ष की आयु प्राप्त कर लेने तक (ख) कोई अविवाहित पुत्री, (4) कोई बालक जो किसी शारीरिक अथवा मानसिक अपसामान्यता या चोट के कारण शिथिलांग है तथा शिथिलांगता रहने तक बीमाकृत व्यक्ति के उपार्जन पर पूर्णतः आश्रित है, (5) आश्रित माता-पिता, (ब्योरे हेतु क.रा.बी. अधिनियम, 1948 की धारा 2 के खंड 11 को देखें)।
“Family” means all or any of the following relatives of an Insured Person namely:-
(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter; (iv) a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details.
- पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-Transferable.
- पहचान-पत्र के गुम होने की स्थिति में नियोजक/शाखा प्रबंधक को तत्काल सूचित किया जाए।
Loss of Identity Card be reported to Employer/Branch Manager immediately.
- किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम, 1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false information attracts penal action Under Section 84 of ESI Act. 1948.
- नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित शाखा कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरुद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.
- बीमाकृत व्यक्ति होने के नाते आप व आपके परिवार के आश्रितजन चिकित्सा हितलाभ प्राप्त कर सकेंगे। अन्य नकद हितलाभ हैं, (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रितजन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an insured person you and your dependant family membes are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependants benefit and (5) Maternity Benefit (in case of woman employees) subject of fulfillment of contributory cnditions.
- अधिक जानकारी के लिये कृपया निगम के वेबसाइट को देखें या शाखा कार्यालय या क्षेत्रीय कार्यालय से संपर्क करें।
For more details please contact website of ESIC at www.esic.org.in. or contact Regional Office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु

For Branch Office Use only

- बीमा संख्या आवंटन की तारीख :
Date of allotment of Ins. No. : _____
- अस्थायी पहचान पत्र जारी करने की तारीख :
Date of Issue of T.I.C. : _____
- औषधालय का नाम/संख्या :
Name /No. of Dispensary : _____
- क्या अन्योन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हाँ, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved. if yes, please indicate : _____

 शाखा प्रबंधक के हस्ताक्षर
Signature of Branch Manager

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.	यदि नहीं, तो आवास का स्थान दर्शाएं If No, state Place of Residence
1	DHARANI M	01-05-1980	Mother	हाँ/Yes Yes	नहीं/No कस्बा/Town राज्य/State

 eSigned using Aadhaar
(Leedipal.com - Birth011)
Yuvrajani

 Date Wed Jan 05 16:03:17 IST
2022



Padmanabhan M



Deepavignesh M



SCUF:TED:OFF:0617:2022

17/01/2022

DEEPAVIGNESH M ,
NO: 19/41, THIRUVALLUVPET,
MANDAVELI,
CHENNAI - 600028.

Dear DEEPAVIGNESH M ,

Letter Of Offer

With reference to your application and the subsequent interview you had with us, we are pleased to offer you post of **"JUNIOR EXECUTIVE-CREDIT ADMIN-ALL PRODUCTS"** at **ADYAR** as per the terms and condition discussed and agreed during the course of the interview. You will be paid CTC of Rs.141927/- per annum.

You are initially appointed to work in ADYAR. However, you are likely to be transferred to any department or establishment of the company or to associates/subsidiary operations, anywhere in India, temporarily or permanently.

Kindly send us your acceptance along with the tentative date of joining to tedtamilnadu@shriramcity.com. On acceptance of the above offer, you are advised to report to **Mrs.Arulmani N - Assistant General Manager** at our office, ADYAR at the earliest as this offer will be valid only for 30 days from the date of Issue.

Also, find enclosed herewith the Joining Report which has to be submitted at your reporting branch / Office at the time of joining along with necessary documents. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to cancel the offer.

We welcome you to Shriram City Union Finance for a bright career.

For SHRIRAM CITY UNION FINANCE LTD.,

RAMAKRISHNAN V
GENERAL MANAGER

Shriram City Union Finance Limited

Business Solution Centre,144, Santhome High Road, Mylapore, Chennai - 600 004. Ph: +91 44 4392 5300, Fax: +91 44 4392 5430
Regd. Office: 123, Angappa Naicken Street, Chennai - 600 001. Ph: +91 44 2534 1431
E-mail: shriramcity@shriramcity.in Website : www.shriramcity.in
Corporate Identification Number (CIN) L65191TN1986PLC012640

Prathipa Madasamy



Miramed Ajuba Solutions Pvt Ltd
A GLOBAL SERVICES COMPANY
Registered Office : T2-02 Tidel Park, 4 Canal Bank Road, Chennai 600113, India

Phone
+91 44 3058 0410
Fax
+91 44 3058 0430

NON DISCLOSURE AGREEMENT (ANNEXURE to EMPLOYMENT LETTER)

FOR GOOD CONSIDERATION and in consideration of being employed by Miramed Ajuba Solutions Pvt. Limited, the undersigned employee hereby agrees and acknowledges:

1. That during the course of my employment there may be certain trade secrets disclosed to me by the Company; said trade secrets consisting but not necessarily limited to:
 - a) Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs and research projects;
 - b) Business information: Customer lists, pricing data, client correspondence, vendor/service provider information and contacts and pricing sources of supply, financial data and marketing, training material, product or manufacturing systems or plans, advertising material, employee related data including without limitation information on employee history, contact details, payroll information and skill sets
2. I agree that I shall not during, or at any time after the termination of my employment with the Company, use for myself or others, or disclose or divulge to others including future employees, any trade secrets, confidential information, or any other proprietary data of the Company in violation of this agreement
3. That upon the termination of my employment from the Company or when demanded earlier by the Company:
 - a) I shall return to the Company all documents and property of the Company, including but not necessarily limited to: drawings, blueprints, Manuals, correspondence, customer lists, computer programs, and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during the course of employment. I further agree that I shall not retain copies, notes or abstracts of the foregoing.
 - b) The Company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitle to full injunctive relief for any breach.
 - c) This agreement shall be binding upon me and my personal representatives, successors, interest, and shall inure to the benefit of the company, its successors and assigns.

For Miramed Ajuba Solutions Pvt. Ltd
Suyee D
General Manager - Human Resources

Name: Prathipa Madasamy
Code : AUP18551
DOJ : 14 August, 2021

HR/WI/06/08/09 Rev 1

Noted & Accepted (employee signature)
Private & Confidential Page

8 of 8



CIN NO: U72200TN2006PTC051661

www.miramedajuba.com

Alina Kuruvila

**LANGZA BUSINESS SERVICES
PRIVATE LIMITED**
U74990HR2018PTC076353

✉ contact@indiarep.co
☎ +91-124-2340280-81
🏠 197, Udyog Vihar, Phase-IV
Gurgaon – 122015, Haryana, INDIA
🌐 www.indiarep.co
🌐 www.indiavirtualassistant.com

5. We take data privacy and security very seriously and to maintain confidentiality of any customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. Langza Business Services operates on zero tolerance principle with regard to any breach of data security guidelines. At the completion of the internship you are expected to hand over all internship work/data stored on your Personal Computer to your mentor and delete the same from your machine.
6. When corresponding directly with the client you must keep your reporting authority in CC and keep records of all communication. You must never perform any task for the client without knowledge and written authorization of your reporting authority.

I have read the terms of this internship offer carefully and I understand and accept the terms and conditions or obligations which it imposes upon me without reservation. No promises or representations have been made to me to induce me to sign this Offer Letter. I sign this Offer Letter voluntarily and based on my free will.

Name: Ms. Alina Kuruvila

Date: 1st Sep 2021

Sign:



INDIA
REP
COMPANY
YOUR TEAM IN INDIA



Avinash D



(o) This Agreement can be terminated by

- a. DATATRACKS without any notice if EMPLOYEE is in breach of this AGREEMENT and EMPLOYEE does not remedy the breach within 14 calendar days after the EMPLOYEE is notified of the breach. Termination in such instances shall become effective immediately upon DATATRACKS notifying the EMPLOYEE that the breach has remained uncured for 14 calendar days. In such an instance DATATRACKS need not pay any compensation for any period beyond the last day the EMPLOYEE was not in a state of breach and attended work.

Following shall be considered as material breach of this Agreement

- i. Breach of confidentiality provision.
- ii. Not complying with notice period or transfer of information to the company.
- iii. Any act or omission on the part of the EMPLOYEE which results in material breach of, or failure or refusal (other than by reason of the EMPLOYEE'S disability) to perform EMPLOYEE'S duties under this Agreement which is not cured within fourteen (14) calendar days after receipt of written notice by such EMPLOYEE if such act or omission is not capable of being so cured,
- iv. Habitual insobriety or use of controlled substances (other than under the supervision of a licensed physician);
- v. Fraud, embezzlement or misappropriation of funds or property or breach of trust in connection with the EMPLOYEE's services hereunder,
- vi. Gross negligence in connection with the performance of the EMPLOYEE's duties hereunder, which is not cured, to the extent that the same is curable, within fourteen (14) days after receipt by the EMPLOYEE of written notice of same.
- vii. Indulging in parallel work either i) on their own; ii) for any third party; or soliciting work from or helping or working for competitor either directly or indirectly.

In the event of breach of the aforesaid or any of the terms contained herein, DATATRACKS reserves right to initiate appropriate legal proceeding as it deems fit and further claim damages for the same. EMPLOYEE acknowledges that under such an event, their full and final settlement would be subject to the outcome of such investigation.

- b. Either DATATRACKS or the EMPLOYEE by giving the number of months' notice as specified in Annexure 1 at any time. Termination shall become effective on the expiry of the notice period. All notices should be in writing. In the event DATATRACKS terminates the Agreement, DATATRACKS reserves the right to pay compensation in lieu of notice period and have the Agreement terminated effective issue of written notice. In the event EMPLOYEE terminates the Agreement, DATATRACKS, at its option, may insist on performance of work during the notice period, waive the notice period in consideration of EMPLOYEE paying DATATRACKS an amount equal to EMPLOYEE's base salary for the notice period or waive the notice period without any consideration.

(p) If the documents provided by the EMPLOYEE pertaining to his / her Educational Qualification, Previous Employment's documents or Identity and Address Proofs found fake or fraudulent, DATATRACKS reserves the right to Terminate the Agreement without any prior notice to the EMPLOYEE

(q) In the event of

- a. DATATRACKS terminating this Agreement under Clause (o)(a) or
- b. EMPLOYEE terminating this agreement under (o)(c) and failing to continue to provide service until the termination becomes effective after the notice period

EMPLOYEE is liable to pay liquidated damages equal to three months' base salary to compensate DATATRACKS for the expenses suffered by DATATRACKS, for the disruption in schedule for the work to be done, opportunity cost and other costs which are not capable of precise ascertainment. For this purpose, the EMPLOYEE undertakes to furnish surety in favour of DATATRACKS, from a Surety acceptable by DATATRACKS which Surety shall be jointly and severally liable for such amount along with the EMPLOYEE.

(r) EMPLOYEE recognizes that DATATRACKS would be training the EMPLOYEE for his role and in the process, would incur significant costs for such training. EMPLOYEE agrees that Rs 50,000 is a reasonable cost for such training and agrees not to contest this amount in future. EMPLOYEE understands that the Company has a right to demand a minimum service of 18 months, once employment is commenced. If the EMPLOYEE terminates this agreement and leaves DATATRACKS without serving DATATRACKS for a minimum of 18 months once employment is commenced, the EMPLOYEE agrees to pay DATATRACKS, liquidated damages equal to Rs 50,000/- to compensate DATATRACKS for the training expenses incurred by DATATRACKS.



Balaji J

Annexure IIIPersonal Data - Declaration**Article I.**

I **Balaji J** hereby certify that all statements made on the **Employment Application Form**, my **Curriculum Vitae** or **during my interviews** with the Company are **true and complete**. I understand that any omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I further understand that I shall be bound by the existing and new rules, regulations and policies of the Company including those related to Frisking (Pat Down) process wherein, a search would be conducted of outer clothing to detect any unauthorized / prohibited articles.

I confirm that I have voluntarily furnished my personal information to the Company and the Company shall be free to use such information and all other information that I may provide at any time hereinafter. The Company may share such information in connection with my employment and other related matters, as deemed fit and necessary by the Company.

I recognize that in connection with employment with Teleperformance, I may be the subject of a background enquiry and drug test by the company or its representative, and I hereby authorize the same. I also authorize the Company to take action including penal action against me in case any fact is found contrary to what has been stated by me in the application form mentioned herein above.

I do hereby declare that I will immediately report to my Line Manager or HR team in case of "**Change to Circumstances**", within **48 hours** of me becoming aware of such "**Change to Circumstances**" which may arise due to the following:

- a) I am found guilty of a criminal offence / is under police caution or investigation;
- b) There is a change in my legal right to work / work status; and
- c) There are any adverse credit judgments against me.
- d) Change in personal status like name change / marital status / permanent or current address change etc.

Executed this _____ day of _____ 20____

Temp Emp Code	442094535
Employee Signature	
Employee Name	Balaji J

Abinaya H

MADRAS TERRACE ARCHITECTS

#334/335, Fountain Plaza, 6th Floor, Pantheon Road, Chennai - 8
www.MadrasTerrace.com | info@MadrasTerrace.com | 044 - 43587799

Intellectual Property, Confidentiality and Rights:

You shall not, either during your engagement with the organization or thereafter divulge to any person whatsoever information concerning the business which come to your knowledge during the course of your employment or use any of the same for your own benefit.

Any invention, improvement or design conceived by you while in your employment which is within the existing or contemplated scope of the business of the organization shall become the organization's exclusive property.

During your employment you must not be engaged, concerned or interested in any other business, trade or occupation which would or might in any way be in competition with the organization's business.

You must not act contrary to the interest of the organization or any relationship with another person or accepting gifts or benefits which would put you in a position where you may be tempted to act for personal gain, to the detriment of the organization.

Philosophy at Work:

As an organization we believe in a meritocratic approach to work and nothing else is above the ethics of the profession. Our focus on quality, innovation and customer satisfaction is paramount and we expect you to align yourself with the organization philosophy. Nevertheless your contribution in this direction will always be valued.

Minimum Duration:

Since you are still young in your employment, we expect that you will take 3-6 months to appreciate, understand and settle down with the work itself.

Therefore we expect you to be working with us for a minimum period of 2 years. However we wish you a very bright future and we will look forward to you being associated with us for a long time to come!

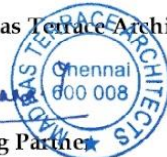
Unless specified contrary to the above, you will be governed by all the rules and regulations of the organization which are generally applicable to all employees which are current or which may come into force from time to time.

Kindly countersign this letter as a token of your acceptance (specifying your joining date).

Congratulations and wishing you all the very best!

For Madras Terrace Architects


Managing Partner



Avinash B



eTeam InfoServices Private Limited

Annexure "A"

Entitlements: All entitlements listed below are Subject to Company Policies, Procedures and Guidelines that may be in force or as issued/Changed from time to time. All perquisites and benefits, including reimbursements, are Subject to Income Tax as per the provision of the Income Tax Act, 1961, which may be applicable, including tax on perquisite value. The Details of your remuneration are as under:

Salary Break up

Name of Candidate	Avinash B	
Location	Chennai	
Designation	Transaction Processing Representative	
Particulars	Per Month	Per Annum
Basic Salary	6600	79200
HRA	3300	39600
Statutory Bonus	550	6600
Personal Allowance	2966	35592
Monthly Gross (A)	13416	160992
Retrials - Employer Contribution (B)		
PF Contribution from Employer	1148	13776
ESIC Contribution from Employer	436	5232
Sub Total (B)	1584	19008
Total CTC(A+B)	15000	180000
Net Payable (Before Taxes)	12167	146004

Rupees One Lakh And Eighty Thousand Only

* Incentive/Referral/Reimbursement/Bonus or any other variable amount is payable subject to the employee's performance as per Company policies and at the sole discretion of the Company's management.

* Please note that first salary for those who join after the 25th of the month will be processed in following month's payroll cycle post receipt of your complete set of documents.

*Any Tax implication arising out of the above structure to be borne by the employee.

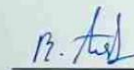
*Income Tax relief in respect of Reimbursements will be provided only on production of bills and will be restricted to the amount mentioned against them.

For eTeam Infoservices Private Limited



Mamatha S
HR Executive (India)

Agreed & Accepted By



1001 Durham Avenue, Suite 201, South Plainfield, NJ 07080 • Phone (732) 248-1900 (US Office)
 • A-4 & 5, First Floor, Logix Park, Sector-16, Noida - 201301
 • #1192 Sandeep Arcade, 3rd Floor, Sec-7, HSR Layout, Bangalore - 560102
 • 1st floor, Shilratna Building, Near Panchvati Cross Roads, Off C. G. Road, Ahmedabad - 380006



Annexure - A

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	96,600	8,050
Statutory Bonus	8,047	671
HRA	88,553	7,379
Gross	1,93,200	16,100
Provident Fund	11,592	966
ESIC	6,279	524
Total Pay	2,11,071	17,590

Please note that your Net Salary is subject to professional Tax and Income Tax deduction.

Corporate Office
Poorvika Mobiles Private Limited.
No:32, AGR PLATINA, Developed plot N5,
Beside Flyover, Ekkattuthangal,
Chennai - 600 032

Regd. Office
Poorvika Mobiles Private Limited.
No:30, Arcot Road, Kodambakkam,
Chennai - 600 024.



U52100TN2009PTC070845
www.poorvikamobile.com

044 - 43 66 66 66

samuel praveen





You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be INR 176320 and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Samuel, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call aukshaya.sundaram at 6385598843 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,

Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

P. SAMUEL

[Insert full legal name]

Date: 8. 10. 2021

Candidate's signature

sharmila mary

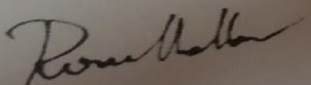
ANNEXURE – SALARY & BENEFITS

Salary Components	Per Month	Per Annum
Basic	5600	67200
House Rent Allowance	3500	42000
Bonus	1000	12000
Gross Salary	10100	121200

Other benefits:

1. Provident Fund - As per PF Act
2. Employee State Insurance - As per ESI Act
3. Gratuity - As per Gratuity Act

For Allsec Technologies Limited.



Authorized Signatory
Human Resources Department

Signature:
Name:

SHOT ON REDMI 7
AI DUAL CAMERA

TO STRIVE

Rahshaya V



NAAC – AQAR

5.2 STUDENT PROGRESSION

5. 2. 1 PLACEMENTS
2020-2021

1/27/22, 7:26 PM



GLOBELINK WW INDIA PVT LTD

SATYAM TOWER, 2ND FLOOR, BEHIND USV,
OFF GOVANDI STATION ROAD, GOVANDI, DEONAR

Code : GLWCHN243
Month : December , 2021
Branch: Mumbai
Name : Ms. RAKSHAYA V
Desig : Executive ~ AICT
Department : AICT
Joining Dt: 06-Oct-21
PF No.: MH/BAN/44839/0011882
Division : AICT
PAN No.: FLRPR5250Q
UAN No. : 101744592643

Days Present: 27.00 **Days Paid:** 31.00 **LWP/Absent:** 0.00 / 0.00 **W.Off/Pd.Off:** 4.00 / 0.00

Earnings	Amount	Deductions & Recoveries	Amount
Basic	12300.00	Provident Fund	1800.00
H.R.A	2700.00	LWF EE	12.00
CCA	1000.00	E.S.I.C	150.00
Business Allowance	1000.00	P.Tax	200.00
Medical Allowance	2000.00		
Education Allowance	1000.00		
Total Earnings	20000.00	Total Deductions	2162.00
		Net Payment	17838.00

Rupees Seventeen Thousand Eight Hundred Thirty Eight Only
Bank Name : Bank of Maharashtra Bank Account No : 60147191976

This is system generated payslip not required any authorised signature

Aiswarya Polassery Sivadas





performance and your fit within Walmart. You may resign your employment at any time during the probationary period without notice. Walmart may terminate your employment at any time during the probationary period without notice or payment in lieu of notice, subject to applicable law.

Resignation/Termination:

If you decide to resign your employment at any time after the probationary period, you will provide two (2) weeks' advance written notice. Walmart has the right to waive a portion or all of the notice given by you and to direct you not to report to work for any part of the notice period. In such case, you would then be paid up to a maximum of two (2) weeks' notice and you would receive any additional entitlements as required by the employment/labour standards legislation of the province/territory of your employment. Walmart will have no further obligations to you.

If Walmart decides to terminate your employment without cause at any time after the probationary period, you will receive the minimum termination notice/payment in lieu of notice (and severance pay, if applicable) as set out in the employment/labour standards legislation of the province/territory of your employment, plus one (1) additional week of notice or payment in lieu of notice. You will not be entitled to any further notice, payment in lieu of notice or severance pay in connection with the termination of your employment without cause. Walmart will also continue your participation in its employment benefit plan and any other benefit or entitlement plans for the statutory notice period as required by the employment/labour standards legislation of the province/territory of your employment, but no longer.

Walmart may terminate your employment at any time for just cause without notice or payment in lieu of notice.

Walmart Policies:

You will abide by Walmart policies during your employment. All Walmart policies are available on the WIRE and some are posted in the store.

Accommodation:

Walmart is committed to offering reasonable accommodation to associates with disabilities. If you require accommodation in order to perform your role, please advise your manager or contact a member of the Human Resources team.

If in any circumstances your entitlements as set out in this offer of employment are less than your minimum entitlements pursuant to the employment/labour standards legislation of the province/territory of your employment, the minimum entitlements under that legislation will apply and will be your full entitlement.

Sincerely,

Justice Brown
(CAN) Customer Experience Sales floor Assistant Manager

Lenin Prabhu



STRICTLY PRIVATE & CONFIDENTIAL

August 02, 2021

To,

Lenin Prabhu

SCYO ID: 2378

Address: No. 43/61, Thiruvecthi Amman Koil street, Thiruvalluvar Nagar, Thiruvannmiyur, Ch- 41

APPOINTMENT LETTER

Dear Mr. Lenin Prabhu,

We are pleased to offer you the role of Trainee Client Service Executive in SCYO Decision Services Private Ltd with effect from August 02, 2021. Your place of posting will be Chennai.

Your Annual Total Compensation will be Rs. 2, 13,000/- The other detail about your compensation is presented in Annexure A.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B that may change from time to time.

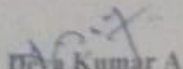
Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance. And please sign and return the original copy of non-disclosure Agreement. Signing non-disclosure Agreement is Mandatory.

We congratulate you on your appointment and wish you a long and successful career with us.

Yours truly,

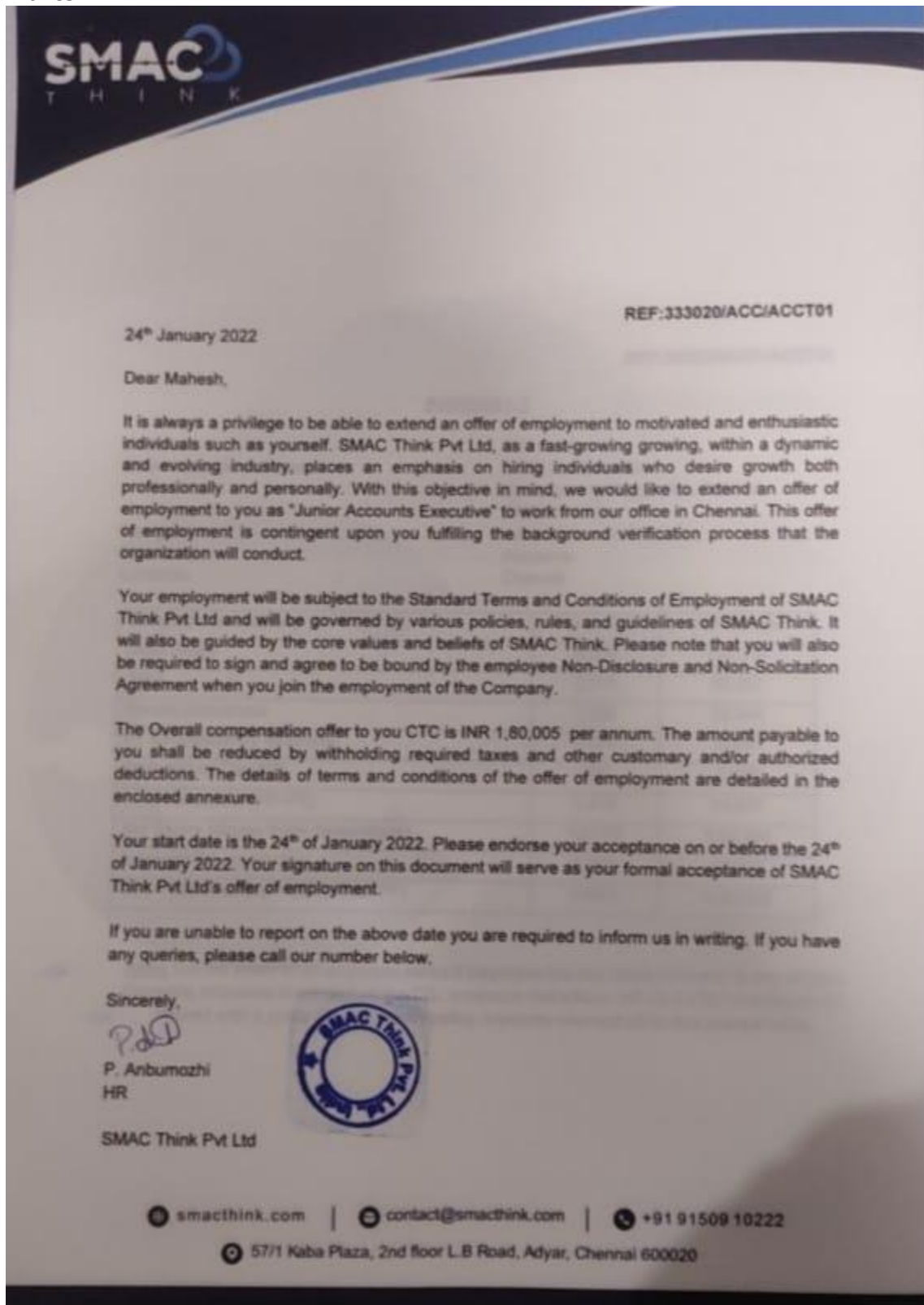
For SCYO Decision Services Private Limited,


Deva Kumar A
CEO

Encl: Annexure A and Annexure B

SCYO Decision Services Pvt. Ltd.

Mahesh



Manikandan M



Data Processing Associate

	Monthly Break - up	Amount (Rs)
1	Basic	11000
2	HRA	1350
3	Monthly Gross Salary	12350
4	Deductions	
5	Provident Fund	1320
6	Professional Tax	208
7	ESI	93
8	Monthly Net salary	10729
9	Company PF contribution	1320
10	Company ESI contribution	401
11	Monthly CTC	14071
12	Gratuity (Annual)**	6346
13	Performance Linked Annual Bonus***	7000
14	Annual CTC	182203

* Subject to investments and as per IT act

** Gratuity as applicable as per the provisions of Gratuity Act 1972

*** Subject to performance and will be applicable after completing 1 year of service



Jenifer





HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 1, 2021

Ref:HDBFS/21-22/HRIC47903/Appt/140505

Ms.Jenifer S,
No.70 D Block,
Nochinagar,
Mylapore,
Chennai-600004

Dear Ms.Jenifer S,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - OPERATIONS on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to *satisfactory performance during probation*, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) Your initial place of posting will be at Chennai. You are initially assigned to services at our client premises, BANK HOUSE, THIRUVANMIYUR. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

Page 1 of 5



Ashwin N



Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited)

North Block, 11th Floor
Chennai One Magnum
Thoraipakkam, Pallavaram Road
Chennai, India 600097
Tel: + (91 44) 6674 9000
Fax: + (91 44) 6674 9100

Annexure 'B

List of Documents to be submitted prior to joining Wells Fargo

S No.	Description
1	Education provisional certificate and mark sheets of the highest qualified degree / professional qualification.
2	Experience Certificate and Relieving Letter (and/or Acceptance of resignation letter) of last two employers.
3	Copy of passport (first and last pages)
4	Two (2) passport size photographs
5	A self-attested copy of the PAN (Permanent Account Number) card.

Devi

You are requested to join duty on **17.01.2021** and confirm your acceptance of this offer immediately.

“Wish you all the best”

Thanks & Regards,

For Trinetram Corporation

LUQUEMAN GANI S



Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited)

North Block, 11th Floor
Chennai One Magnum
Thoraipakkam, Pallavaram Road
Chennai, India 600097
Tel: + (91 44) 6674 9000
Fax: + (91 44) 6674 9100

Annexure 'B

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3	Copy of passport (first and last pages)
4	Two (2) passport size photographs
5	A self-attested copy of the PAN (Permanent Account Number) card.

**HCL TECHNOLOGIES LTD.**

Division: Business Services
B-34/3, Sector 59, Noida 301 301, UP, India
Tel +91 120 4364200, Fax +91 120 2589688
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi- 110019, India
CIN- L74140DL1991PLC046369
www.hclbpo.com
www.hcl.com

As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

Signature of the employee



Jerry Ferdinand A



Should you accept this offer, you are requested to provide the Company with copies of the documents as listed out in **Annexure C**.

This offer for employment is conditional upon (1) successful completion by the Company of your background check and; (2) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way may limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment and (3) there being no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company. The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it receives any negative background check results or determines that any contractual or other obligation may limit your ability to engage in business activities for the Company or if you are found to be part of any pending investigation (whether judicial, quasi-judicial or otherwise).

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity without the Company's prior written consent.

Yours sincerely,

For **athenahealth Technology Private Limited**



Geeta Ramesh

Director - Talent Acquisition

**Acceptance**

I hereby accept the offer along with the terms of employment with **athenahealth Technology Private Limited**. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

I hereby provide my consent to the Company and its agents to conduct necessary background check and verification on me. I agree to provide complete and accurate information as may be requested by the Company and/or its agents in respect of such checks.

I also authorize athenahealth to share my contact and all relevant information with the external party to facilitate verification of my candidature.

In an event that athenahealth is unable to verify any information stated in my application, it is my responsibility to furnish the necessary documentation. failure to do so will result in my employment not being processed further.

Candidate Signature: _____


Jerry Ferdinand Antony (Dec 2, 2021 22:13 GMT+5.5)

Name: Jerry Ferdinand Antony



Bency S

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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7. The company shall have the discretion to re designate you according to the company's requirement.
8. During your contract with the company, you will be liable to be transferred or deputed to any of the offices/departments, units of the company, Associates/Subsidiaries/group companies, whether existing or to be set up/acquired anywhere in India, on similar terms and conditions of contract.
9. The company will expect you to undergo assigned tasks with high standard of initiative, efficiency, loyalty and economy.
10. You will be required to work as per the standard working hours of the Company. You may be required to work in shifts and/or extended working hours, as permitted by law, if required as per business needs and you may also require to complete and comply at all times with HCL and client mandatory trainings/workstation norms during the engagement. The same are subject to change from time to time.
11. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice or any salary in lieu of notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you
12. Your engagement with the Company can be terminated during the subsistence of this contract either by the Company or by you by giving the other party 30 days' advance notice or payment in lieu thereof. In case of partial notice, the prorated payment would apply for the remaining period of notice. However, please note that direction to early separation, accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 30 days' notice may be extended, if mutually agreed by you and the Company. On termination of your engagement for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.
13. Your continuance on this engagement with the Company is subject to your remaining physically and mentally fit. You will need to undergo medical examination as per the directions of the management, if required.

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14. You will be required to maintain utmost secrecy and will not divulge or give out to anyone in any manner, particulars or details of any of the trade secrets manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the company of confidential nature.
15. Any knowledge or information which you gather during the contract shall not be disclosed by you outside this company, either during the contract period or subsequently.
16. You shall not have any right (intellectual or otherwise) on the software or the source code which gets created during the contract and all the rights to this software or source code shall remain with the company. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your engagement, shall be deemed to be sole property of the Company and you hereby waive any and all right, title or interest, if any, in the same in favor of the Company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the Company in every proper and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the Company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your engagement with the Company. Promptly upon the expiration or termination of your engagement with the Company or upon the request of the Company, you shall return to the Company all documents and tangible items, including samples, provided to you or created by you for use in connection with services to be rendered by you, including without limitation all confidential information of the Company, together with all copies and abstracts thereof.
17. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealt with the company and if you are offered any, you should immediately report the same to the Management
18. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the cost of the same from you.
19. You shall not engage directly or indirectly in any profession, trade or business on your account that conflicts with your functions and duties towards the Company.
20. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising from your acts or

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omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your engagement with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

21. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.
22. Your contract will not give you any right of appointment or lien on any permanent post in the company.

In case the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your having understood and agreed to the same and submit the same to **Karuna Kainth**. Please note that no commitments other than what is mentioned in this letter will be applicable to you or entertained by us.

For HCL TECH LTD. - IOMC**Amrita Das**

Vice President, Head-Global Rewards

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September 27, 2021

Bency S
NO.15 MAHAKAVI BAHARATHIYAR NAGAR , SEEVARAM
PERUNGUDI
Tamil Nadu
India

Sub: Letter of Contract

Dear Bency S,

With reference to our discussion, we are pleased to inform you that you have been selected for contract employment with HCL TECH LTD. - IOMC as Contract Retainer. The following terms and conditions will apply to you: -

1. Your contract shall be from **October 6, 2021** to **October 5, 2022**. The contract can be extended for another specified period with mutual consent. Your engagement stands terminated on expiry of contract period unless it is extended further in written. You will be entitled to statutory benefits as per the respective Acts and as per rules/policies of the company.
2. You shall be paid a consolidated amount of **Rs.20000 per month** towards consideration fee, subject to Income tax deduction at source.
3. You will be required to undertake the necessary joining formalities with the company at the time of starting of your engagement
4. The company will undertake the background verification / validation process in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs etc. with the help of a third party as and when required.
5. You are being engaged for this assignment based on your particulars and information made available by you and in case the said particulars/information is found false or incorrect, your engagement will be deemed cancelled *ab-initio*.
6. Generally, we would advise you not to take any leave during your contract engagement. In case of exigencies of work/sickness, you may take one leave per month. Any leave over and above this, will be treated as Leave without payment.

1

Signature of Employee:

HCL

Praveen. M



eTeam InfoServices Private Limited

Date: November 25, 2021

Praveen M
No.08, 4th Street, Kailasapuram,
Mylapore,
Chennai, TN 600004

Dear Praveen M,

Subsequent to our discussion, we are pleased to appoint you in eTeam Infoservices Pvt. Ltd as "Transaction Processing Representative". You are expected to join on or before "November 30, 2021", failing which, eTeam reserves the right to rescind this letter.

You will work out of our Client office and your Annual Cost to Company (CTC) will be Rs. 1,80,000 (Rupees One lakh Eighty Thousand Only) as detailed in Annexure "A".

During your period of employment, you would be governed by the terms and conditions as per the appointment letter and HR Handbook which is subject to amendment from time to time at Company's sole discretion.

I) DOCUMENTS

You shall furnish at the time of starting employment (or within one week thereafter) the documents to the Company as mentioned below. Any delays in submitting the requested documents, may affect your joining or processing your first pay.

This appointment is offered to you, based on your having furnished the Company, correct information regarding your past service and other records. If at any time it is revealed that employment has been obtained by furnishing false/inappropriate information or withholding pertinent information, the Company in its sole discretion may terminate your service at any time without notice and Company shall be free to pursue any action against you as provided under the local law.

- Self Attested Copies in support of your educational qualification(s) (marksheets and degree certificates)
- Self Attested Copies in support of your work experience (Offer/appointment and experience/relieving letters)
- Copy of your resignation acceptance or release communication from current employer
- 2 passport size photographs
- Form 16/salary certificate/Bank Statement
- Address proof (Aadhar Card, PAN, Passport etc.)
- Compliance Documents (Form F, Form 2, Form 11, etc)

II) SALARY

a) Your annual remuneration is as specified in Your Annexure "A".

b) This compensation package has been customized for You after taking into account your qualifications, and relevance of experience and your role and responsibilities.

c) You will be required to strictly **maintain the secrecy** and ensure that You do not divulge or communicate in any manner, any information regarding your **remuneration/terms of employment**, to any other employee, except to the Head of your department and the Head of HR Dept. of the Company.

1001 Durham Avenue, Suite 201, South Plainfield, NJ 07080 • Phone (732) 248-1900 (US Office)

- A-4 & 5, First Floor, Logix Park, Sector-16, Noida – 201301
- #1192 Sandeep Arcade, 3rd Floor, Sec – 7, HSR Layout, Bangalore – 560102
- 1st floor, Shitratna Building, Near Panchvati Cross Roads, Off C.G. Road, Ahmedabad – 380006



eTeam InfoServices Private Limited

d) In the similar way, when deputed to work or while interacting at the client site, You are expected to **maintain full confidentiality regarding your salary packages** and expected not to discuss or disclose the same at any time to any member of the client staff in the interest of maintaining and promoting good and ethical functional business relations with other clients.

e) Please note that the salary structure of the Company may be altered modified at any time without prior notice and other terms may accordingly be altered modified at any time. Further salary, allowances and all other payment benefits will be governed by the Company's rule as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source.

III) TERMINATION

a) Your employment will be subject to termination by 30 days written notice or salary in lieu in of notice.

b) The Company, however, reserves the right to terminate your employment without any compensation and notice for a Cause.' The term 'Cause' shall be used in the document mean (i) the commission of a crime involving moral turpitude, theft, fraud or deceit; (ii) conduct that has an adverse effect on the Company's reputation; (iii) substantial or continued unwillingness or inability to perform duties assigned to the Employee; (iv) gross negligence or deliberate misconduct; (v) any material breach of terms and conditions specified in this letter; or (vi) Unauthorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer; (vii) thereof for misconduct breach of responsibilities or providing sensitive confidential information to competitors/clients or non-performance or absconding from duties and the Company reserves all the rights to take Legal actions against the Employees.

c) Employee cannot use his/her accumulated leave to serve Notice Period.

d) When You formally resign from the Services of the Company, the Company may, in its sole discretion, permit You to pay up for the notice period in lieu thereof.

e) Your services can be terminated with or without notice/compensation; if You fail to clear background check and the report status is Amber/Red.

IV) ABSCONDING WITHOUT NOTICE

In case, if You are on unplanned/unapproved leaves or any such leaves, which has been taken without any prior approval from the Reporting Manager for three or more than three Consecutive Days, it shall be deemed that You are no more interested to Work with the company and will be declared absconded from the Services. Furthermore, Incase if You quit the Job without serving proper notice period as stipulated in the Appointment letter with eTeam Infoservices Pvt Ltd., or its client, You shall be considered as "Abscond".

In such an event, the Company has the rights to pursue any legal action, if wishes to do so, against You and You shall be liable to bear all the Cost which include Jurisdiction Cost, Financial Loss, Value loss or any such loss which has impacted by any means to the Company or its Clients.

V) SALARY REVIEW

Your Salary will be reviewed periodically as per the policy of the Company subject to alternations from time to time. Increments will be solely based on your progress in the Company. Taxability

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• 1st floor, Shitiratna Building, Near Panchvati Cross Roads, Off C.G. Road, Ahmedabad – 380006



eTeam InfoServices Private Limited

of the salary and benefits will be as per Income Tax Rules.

VI) GENERAL

a) Medical Fitness

Your appointment with Company will be subject to; (i) your being found medically fit and certified by your family doctor and, (ii) receipt of satisfactory references. We would require You to complete medical formalities before You join the organization.

At any point of time during your service with the Company, if You are found to be unfit or incapacitated to give your service on medical grounds, you will be liable for termination from the services of the Company. The opinion of the Doctor appointed/authorized by the Company in this regard will be taken as final and binding.

b) Absence

Any absence for a continuous period of THREE days of unsanctioned leave, including your over-staying the period of leave by THREE days (i.e. a total of SIX days of not reporting to work without prior intimation) may automatically make You lose your employment with the Company, and your service shall automatically stand terminated without any notice or any Compensation in lieu of such notice (as stated in this letter) and Company may or may not provide, in its sole discretion, intimation of such termination. In such a situation you will be liable to pay one month's gross salary to the Company as liquidity damages.

c) Responsibilities and Job Description

The Company reserves the right to assign the responsibilities and job description and allocate additional functions in your job's description according to its need and requirements prevailing at the time. Any such re-designation shall not negate any other portions of the terms and conditions of employment. You will be required to work on any project assignment in India or Abroad on which the Company may depute you from time to time. You will be required to document all your work on regular basis, as per the Company rules.

d) Training

You will be required to undergo various specialized (internal/external) training which the Company may arrange for You from time to time and You will be required to adhere to the schedule as specified for the training programs.

e) Duty Hours

You shall attend office according to the rules prevalent from time to time. You may also be called upon to attend to your duties as and when required in shift or on holidays, in accordance with exigencies. In view of your position, it may be necessary for You to undertake such work, as well as undertake tours and travel.

During deputation at client site, you will be required to strictly follow the rules and regulations of the Client and Company and adhere to the code of conduct. All the Leaves have been pre-defined by the Organization basis on the Business and Client requirement at the Start of Every year and it may differ from location to location, or Client to Client basis on the Business purpose and it can be changed, subject to matter of Organizational or Client requirement.

f) Time Sheet /Time Sheet Approvals

You are required to ensure submission of your attendance through Manual Time Sheet or Time Sheet Link Approval or Soft Copy or Hard Copy or by any means, by 02nd of Every Month to ensure Salary processing on time. All the Time Sheets has to be duly approved and signed by your

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eTeam InfoServices Private Limited

Supervisor either in soft copy or hard copy with submission as per the Stipulated time.

Employee has to ensure that his/her manual time sheet or time sheet link approval from respective Project Manager / Supervisor has to be submitted on 1st day of every month. In case, if timesheet approved after 05th of that specific month, in that case, salary will be processed on 15th of every month. In Case, if employee fails to submit the Time Sheet with necessary approvals, he/she will not be eligible for Salary in absence of Attendance or necessary approval.

h) Location/Travel

You will be presently based at your Project's Location. It is understood that this appointment will involve your posting or travel anywhere in India or abroad.

i) Commitments

It should be clear to You that there are no other commitments made by the Company in terms of your compensation or otherwise other than what is mentioned in the appointment letter.

j) Professional Ethics

You will be required to deal with the Company's money, material and documents with utmost honesty, confidentiality and professional ethics. If You are found guilty, at any point of time of moral turpitude or of dishonestly dealing with the Company's reputation, money or material or documents or of theft or of misappropriation, regardless of the value involved, your Service would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

k) Usage of Software/Hardware

You are strictly prohibited from bringing any unauthorized infringed copies of software in the office premises, from any external sources or copying software from one computer system to another which may include any violation/infringement of the Intellectual Property Rights of any party. Non-compliance of this rule will be regarded as a serious offense and will be subject to disciplinary/legal action.

l) Code of Conduct

You shall carry out your work diligently and devote full time and attention to your tasks and while on the premises of the Company and not indulge in activities of personal interest and / or for the personal entertainment or activities which hinder the interest, the business activities of the Company and the performance of your colleagues.

While at work on Company premises, use or possession of alcohol, narcotics or like substance/s is prohibited and use / possession of the same is ground for disciplinary action including but not limited to dismissal.

Whenever there is a change in your personal information, You shall notify the same to the Company, in writing with proof within three (3) days.

VII) Counterparts and Facsimile Signatures

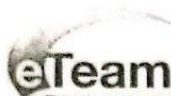
The parties may sign this agreement in counterparts and the parties agree to accept facsimile signatures in lieu of original signatures."

VIII) INTERNET POLICY

It is an implicit part of the conditions of service that You shall act at all times during your service with the Company, in the Company's best interest. You shall be required to strictly comply with

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- A-4 & 5, First Floor, Logix Park, Sector-16, Noida – 201301
- #1192 Sandeep Arcade, 3rd Floor, Sec – 7, HSR Layout, Bangalore - 560102
- 1st floor, Shitratna Building, Near Panchvati Cross Roads, Off C.G. Road, Ahmedabad – 380006



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the Company's internet policy, which prohibits the use of the Company's computers or such facilities for any purpose not in the accordance with law or for private purposes. You are prohibited from sending or being privy to sending, any objectionable, or anonymous, or pseudonymous e-mail messages to the Company or any other entity by using the Company's facilities, or while in the Company's premises in any location.

You shall not extract information or store any type of data or information, in such a manner as to be able to retrieve or take away such information / data after severance of your employment with the Company, howsoever caused. You shall not use the electronic media of the Company to send or receive electronic images or text of any abusive nature.

IX) NON - COMPETE CLAUSE

You agree that during the terms of this letter and a period of twelve (12) months following the termination of your employment or twelve (12) months following the Term date or the Termination date of any agreement, whichever is later, You shall not directly or indirectly, on behalf of any individual or entity, be employed by an Company's Client, vendor, broker, end-client, end-user or any entity introduced directly/indirectly to You by Company or any entity that You provided services for.

You further agrees not to solicit, directly or indirectly accept or divert any employment, business, and computer consulting contracts or make any contacts with any Client, vendor,

end-client, and end-user otherwise take away from the Company any business the Company had or was actively soliciting during your employment and thereafter. This para shall survive the termination or expiration of this Agreement.

X) NON-SOLICITATION

You agree that during your employment with the Company and for twelve (12) months thereafter You will not directly or indirectly solicit the employment, consulting or other services of any other employee of the Company, or a Client, end-client or end-user of the Company, or of an entity at which the Employee was placed or introduced as a result of your employment with the Company, or induce any such employees to leave such employment or to breach an employment agreement therewith.

During your employment with the Company and for twelve (12) months thereafter, You shall not directly or indirectly in any capacity induce or allow or attempt to induce or allow any Company employee, consultant, contractor or other party to terminate his or her employment or contractual relationship with the Company. You agree that You will not solicit, divert or accept any employee, consultant, client, end-client, end-user, customer, vendor, broker or contractor of the Company or any entity which directly or indirectly provided any business to the Company. This paragraph shall survive the termination or expiration of this Agreement.

XI) PROHIBITION OF DISCRIMINATION & HARASSMENT OF CO-WORKERS

You agree not to indulge in any act of harassment mental or physical towards any co-worker at the workplace. Any such act might lead to dismissal of your employment, at Company's sole discretion.

You are equally responsible for creating a harmonious work atmosphere and accordingly should propagate appropriate behavior amongst colleagues and adhere to the same at the work place.

XII) CONFIDENTIALITY AGREEMENT

You are required to undertake a confidentiality agreement effective from the date of joining.

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XIII) NON-DISPARAGEMENT

During the employment and thereafter, You shall not make any disparaging or defamatory statements, whether written or verbal, regarding the business practices of the Company or its Clients; provided, however, nothing in this Section shall prohibit You from making truthful oral or written statements in response to (i) an official request by a government agency, (ii) a court order

XIV) DEPUTATION

During your employment with the Company, you will be liable to be transferred to any of the offices/department of the Company or of the associate companies group companies whether existing or to be set, whether in the same town/city or anywhere in India or abroad on the same conditions of the employment at the sole discretion of the Management.

XV) RETIREMENT

The retirement age is 58 years.

You will automatically retire without any notice on your completing the age of 58 years. If we find you medically unfit, You may be relieved by the Management at an earlier date also. Company reserves the right to extend your services after retirement.

XVI) COMPANY'S OVERRIDING RIGHT TO SUE FOR RELIEF

Notwithstanding any reference to specific terms and conditions noted hereinabove, the Company expressly reserves its right at law to take recourse to such action as appropriate against errant employee and / or claim damaged for any injury or damage property or person sustained owing to lapses / negligence by the concerned employee;

Please note that the above rules and regulations are subject to change/amendment/alteration from time to time at the sole discretion of the management without any notice. Any such changes shall also be implied on You.

The management reserves the right to amend, change and introduce anew any or all of the above except what is mandatory under the statutory requirements, at its discretion at any point with or without prior information.

Please sign copy of this letter and return the same to us indicating your acceptance of this appointment and terms and conditions as attached.

We welcome You and look forward to have a long and mutually rewarding association.

Yours truly
For eTeam Infoservices Private Limited

Agreed & Accepted By



Sumi Jose
HR Executive(India)



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Shreevatsan H





HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 9, 2021

Ref:HDBFS/21-22/HRIC244573/App/S85502

Mr.Shreevatsan Harikumar ,
House No.- 61/26,
Vsv Koil Street,
Mylapore,
Chennai-600004

Dear Mr.Shreevatsan Harikumar ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SR.PROMOTIONAL EXECUTIVE on the terms and conditions set out in this letter of appointment ("Agreement").

1. Position and Posting:

- 1.1 Your initial posting will be at CHENNAI.
- 1.2 You are liable to be transferred or deputed, temporarily or permanently, part time or whole time to any section, division, subsidiary or associate concern or any other place of business, which is in existence or may come into existence at a future date, as may be decided by the Company.

2. Probation:

- 2.1 You will be on probation for a period of 6 (six) months from the date of your employment. Subject to the satisfactory performance by you during the probationary period, you will be confirmed in the services of the Company in writing.

3. Remuneration & Taxes:

- 3.1 Your remuneration and benefits will be as set forth in the Annexure hereto. The Company shall inform you of any changes in the remuneration in writing (which includes in electronic form) and from the date indicated in such communication the remuneration shall stand amended.
- 3.2 The Company may withhold from any amounts payable to you under this Agreement such central, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.
- 3.3 The Company reserves the right to deduct or withhold salary or any form of remuneration in the event that the repayment for any loan or similar facility availed by you from the Company remains outstanding.

4. Duties & Responsibilities:

- 4.1 Your duties and responsibilities have already been explained to you. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Company's decision in this regard would stand as final and binding on you.
- 4.2 You are required to attend punctually at such place or places as your duties may require for such period as the Company in its absolute discretion may decide as necessary.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.



- 4.3 You shall not, without the prior express consent of the Company in writing, pledge the credit of the Company or enter into any commitments, dealings or obligations on behalf of the Company for which you have no express authority from the Company.
- 4.4 You shall not, directly or indirectly accept any commission, profits, presents, or gratification of any kind from any person, firm or Company having dealings with the Company and if you are offered or receive any such commission, profits, presents or gratification, you shall immediately report the same to the Company in writing and be guided by its directions in this connection.
- 4.5 You shall inform the Company without delay, of any suspected, threatened or actual act of dishonesty or wrongdoing of any nature whatsoever on the part of any other employee of the Company that may come to your knowledge.
- 4.6 You shall devote your whole time, attention and ability to the business of the Company and shall perform such duties and exercise such powers as assigned to you from time to time. You shall also comply with all orders, directions and regulations as issued to you by the Company, from time to time, and shall serve the Company using your utmost endeavor to promote its interests.
- 4.7 You may be required to undertake all kinds of tours and visits as well as undergo trainings, examinations, tests, medical checkups, and other exercises and inspections as instructed to you by the Company, from time to time.
- 4.8 You will be responsible for the safe keeping and return in good condition and order, of all documents, properties and/or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money equivalent value of all such documents, properties and / or other assets from your dues and take such other action as the Company may deem fit in the event of your failure to account for such documents, properties and / or other assets to the satisfaction of the Company.

5. Company's Policies:

- 5.1 You agree and undertake to comply with and be bound by all the policies of the Company which are implemented, documented or adopted by Company from time to time, and as may be published in the intranet, and as may be amended from time to time.

6. Confidential Information:

- 6.1 You shall not, at any time during the course of your employment with the Company or at any time after you cease to be in the employment of the Company, divulge, furnish or make accessible to anyone or use in any way (other than for the business of the Company or any of its affiliates) any confidential or secret knowledge or information of the Company or any of its affiliates which you have acquired or become acquainted with or shall acquire or become acquainted with prior to the termination of your employment with the Company (including employment with any of its affiliates), whether developed by you or by others, including, without limitation, any trade secrets, confidential or secret designs, processes, formulae, plans, devices or material (whether or not patented or patentable) of the Company or any of its affiliates, financial results or condition, business plans or projections of the Company or any of its affiliates, any confidential customer lists of the Company or any of its affiliates, any confidential or secret development or research work of the Company or any of its affiliates, any lists of potential investments or acquisitions contemplated by the Company or any of its affiliates, any plans, proposals or strategies of the Company or its affiliates to expand, merge or engage in a



business combination or relationship or any other confidential or secret aspects of the business of the Company or any of its affiliates. You acknowledge that the above-described knowledge or information constitutes a unique and valuable asset of the Company and its affiliates, as the case may be, acquired at great time and expense by the Company, its predecessors and its affiliates, as the case may be, and that any disclosure or other use of such knowledge or information other than for the sole benefit of the Company or any of its affiliates would be wrongful and could cause irreparable harm to the Company and its affiliates, as the case may be.

- 6.2 The foregoing obligations of confidentiality, however, shall not apply to any knowledge or information which: (i) is now publicly known or which, through your no act or omission, becomes publicly known; or (ii) you divulge, furnish or disclose in a truthful response to a lawful and valid legal process.

7. **Intellectual Property Rights:**

- 7.1 If at any time during your employment you make, develop, discover or participate in the making or discovery of any Intellectual Property Rights (as defined below) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall give and supply all such information, data, drawings and assistance as may be requisite to enable the Company to exploit the Intellectual Property Rights to the best advantage, and shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- 7.2 You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- 7.3 For the purposes of the above, the term "Intellectual Property Rights" shall include any unregistered, registered and / or applied for registration and pending, trademarks, service marks, designs, copyrights and neighbouring rights, patents, trade or business names, internet domain names, inventions, processes, geographical indications, neighbouring rights, trade secrets, know-how, integrated circuits, exploitation of any present or future technologies, proprietary information, and other industrial property rights.

8. **Data Protection:**

- 8.1 You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- 8.2 You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any sensitive personal data or information relating to you, including :
- (a) information regarding your medical records and history;
 - (b) financial information;
 - (c) information in order to comply with legal or contractual requirements and obligations to third parties;
 - (d) any other personal data or information as specified in the policies of the Company.



- 8.3 The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law.
- 8.4 You consent to the transfer by the Company of such information to any affiliate of the Company and the Company's affiliate's business contacts in order to further its / their business interests even where the country or territory in question does not maintain adequate data protection standards.
- 8.5 You consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
9. Termination:
- 9.1 You will retire from your employment with the Company on the completion of 60 (sixty) years of age.
- 9.2 During the probationary period either party hereto may terminate this Agreement and your services with the Company by giving 1 (one) months' notice in writing or salary in lieu thereof.
- 9.3 Upon the confirmation of your services with the Company, either party hereto may terminate this Agreement and your services with the Company by giving 3 (three) months' notice in writing or salary in lieu thereof.
- 9.4 It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- 9.5 If you are found guilty of any act of "misconduct" (as defined in the Company's policies) then the Company shall have the right to terminate your services without any notice or payment of salary in lieu thereof.
- 9.6 You will not be entitled to proceed on leave after a notice for termination of your services with the Company has been issued by either you or the Company.
- 9.7 The Company may, at its sole discretion, require you to proceed on leave during your notice period.
- 9.8 In the event of the termination of your employment with the Company, you shall immediately return to the Company all materials, equipment or documents of the Company or its affiliates including copies, information, work-in-progress documents, records, intellectual property, inventions, copyrights or confidential / proprietary information in any form, medium or otherwise and all properties belonging to the Company or which you have received or prepared or helped prepare in connection with your employment with the Company and cease to represent yourself as being an employee of the Company or otherwise associated with the Company. You shall also not retain any copies, duplicates, reproductions or excerpts of any such materials or information or documents.
10. Non-compete:
- 10.1 You shall not, directly or indirectly, without the prior written consent of the Company, at any time during your employment hereunder, provide consultative services to, own, manage, operate, join, control, participate in, be engaged in, employed by or be connected with, any business, individual, partner, firm, corporation, or other entity that directly or indirectly competes with the Company or any of its affiliates. You shall not commit any act, which has the effect of undermining your fiduciary duties and responsibilities to the Company without the prior written consent of the Company.



11. Non-Solicitation and Non-Disparagement:

- 11.1 You hereby agree that you shall not, directly or indirectly, for your benefit or for the benefit of any other person (including, without limitation, an individual or entity), or knowingly assist any other person to: (i) during your employment with the Company and for 6 (six) months thereafter, in any manner, directly or indirectly, (a) Solicit (as defined below) the employment or services of any person who provided services to the Company or any of its affiliates, as an employee, independent contractor or consultant at the time of termination of your employment with the Company and/or (b) Solicit any person who is an employee of the Company or any of its affiliates to resign from the Company or such affiliate or to apply for or accept employment with any enterprise; or (ii) during your employment with the Company and for 3 (three) years thereafter, Solicit or otherwise attempt to establish any business relationship (in connection with any business in competition with the Company or any of its affiliates) with any partner, investor, person, firm, corporation or other entity that is, at the time of your termination of employment, or was a customer, investor, business partner, client or employee of the Company or any of its affiliates (with respect to former employees, that were employed by the Company or any of its affiliates within the 12 (twelve) months prior to the termination of your employment), or prospective customer, investor, business partner or client, of the Company or any of its affiliates, or interfere with or damage (or attempt to interfere with or damage) any relationship between the Company and any of its affiliates and their respective clients, investors, business partners, customers or employees.
- 11.2 The term "Solicit" shall mean any direct or indirect communication of any kind whatsoever, regardless of by whom initiated, inviting, advising, encouraging or requesting any person or entity, in any manner, to take or refrain from taking any action.
- 11.3 You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

12. Dispute Resolution:

- 12.1 The parties hereto shall discharge their obligations in utmost good faith and make all attempts to resolve all differences arising out of or in connection with this Agreement in accordance with the policies of the Company, which also includes a dialogue with the respective HR Coordinator to address any employment related concerns.
- 12.2 Notwithstanding the above, in the event of any breach or apprehended breach by you of the terms of this Agreement, the Company shall be entitled, in addition to all other remedies, to an injunction, whether interlocutory or preliminary, restraining any such breach.

13. Governing Law and Jurisdiction:

- 13.1 This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.



14. Miscellaneous:

- 14.1 During your employment with the Company, you will not associate yourself with such activities, which in the opinion of the Company will be harmful or detrimental to its interests.
- 14.2 This employment is being offered to you on the basis of the particulars submitted by you to the Company. However, if any time it should emerge that the particulars provided by you are false / incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated by the Company immediately without notice after giving you an opportunity of being heard, in accordance with the disciplinary procedures of the Company. This will be without prejudice to the right of the Company to also take such action as it may deem fit against you for the same.
- 14.3 Nothing contained herein constitutes a guarantee of employment. Your performance shall be subject to appraisal by the Company. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards.
- 14.4 You will keep the Company informed in writing of any change in your residential address, and on your failing to do so, all communications intended to be served on you will be sent to you on your last known address, and this will be deemed to be sufficient service on you.
- 14.5 The Company shall have the right to revise/change/alter the aforementioned terms and conditions of your appointment and the same shall be applicable to you as and when the Company enforces such revision/change/alteration.
- 14.6 If at any time in the opinion of the Company you are found guilty of disobedience, insubordination, negligence, indiscipline, overstaying sanctioned leave or absence from duty without permission for a period exceeding five consecutive days or habitual absence or of any other misconduct considered by the Company to be detrimental to its interest or to be in violation of any term or terms of this letter, your services may be terminated after statutory notice or salary in lieu thereof.
- 14.7 If at any time in the opinion of the Company you are found guilty of dishonesty, fraud, misappropriation of any other misconduct considered illegal by the Company and detrimental to its interest or to be in violation of any term or terms of this letter, your services may be terminated without any notice or salary in lieu thereof.
- 14.8 You shall comply with all regulatory and statutory requirements as maybe applicable from time to time. Any violation or failure to comply with regulatory and statutory requirement shall call for termination from the services of the organization.
- 14.9 The failure of the Company to insist upon the strict adherence of any of the terms hereof on any occasion shall not be considered a waiver of the Company's rights or deprive the Company of the right thereafter to insist upon the strict adherence to that term or any other term of this Agreement.
- 14.10 This Agreement and all of your rights and duties hereunder, shall not be assignable or delegable by you. Any purported assignment or delegation by you in violation of the foregoing shall be null and void ab initio and of no further force and effect. This Agreement may be assigned by the Company to any affiliate thereof or to a person or entity which is an affiliate or successor in interest to all or substantially all of the business operations of the Company. Upon such assignment, the rights and obligations of the Company hereunder shall be become the rights and obligations of such affiliate person or entity.
- 14.11 This Agreement (together with its annexure) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.



Harivathani A

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

January 16, 2022

Harivathani Anandaraj
Chennai
Tamil Nadu
Tamil Nadu
India

Sub: Letter of Contract

Dear Harivathani Anandaraj,

With reference to our discussion, we are pleased to inform you that you have been selected for contract employment with HCL TECH LTD. - IOMC as Contract Retainer. The following terms and conditions will apply to you: -

1. Your contract shall be from **January 31, 2022 to January 30, 2023**. The contract can be extended for another specified period with mutual consent. Your engagement stands terminated on expiry of contract period unless it is extended further in written. You will be entitled to statutory benefits as per the respective Acts and as per rules/policies of the company.
2. You shall be paid a consolidated amount of **Rs.16667 per month** towards consideration fee, subject to Income tax deduction at source.
3. You will be required to undertake the necessary joining formalities with the company at the time of starting of your engagement
4. The company will undertake the background verification / validation process in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs etc. with the help of a third party as and when required.
5. You are being engaged for this assignment based on your particulars and information made available by you and in case the said particulars/information is found false or incorrect, your engagement will be deemed cancelled *ab-initio*.
6. Generally, we would advise you not to take any leave during your contract engagement. In case of exigencies of work/sickness, you may take one leave per month. Any leave over and above this, will be treated as Leave without payment.

1

Signature of Employee:

**HCL TECHNOLOGIES LTD.**

Corporate Identity Number: L74140DL1991PLC046369

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7. The company shall have the discretion to re designate you according to the company's requirement.
8. During your contract with the company, you will be liable to be transferred or deputed to any of the offices/departments, units of the company, Associates/Subsidiaries/group companies, whether existing or to be set up/acquired anywhere in India, on similar terms and conditions of contract.
9. The company will expect you to undergo assigned tasks with high standard of initiative, efficiency, loyalty and economy.
10. You will be required to work as per the standard working hours of the Company. You may be required to work in shifts and/or extended working hours, as permitted by law, if required as per business needs and you may also require to complete and comply at all times with HCL and client mandatory trainings/workstation norms during the engagement. The same are subject to change from time to time.
11. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice or any salary in lieu of notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you
12. Your engagement with the Company can be terminated during the subsistence of this contract either by the Company or by you by giving the other party 30 days' advance notice or payment in lieu thereof. In case of partial notice, the prorated payment would apply for the remaining period of notice. However, please note that direction to early separation, accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 30 days' notice may be extended, if mutually agreed by you and the Company. On termination of your engagement for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.
13. Your continuance on this engagement with the Company is subject to your remaining physically and mentally fit. You will need to undergo medical examination as per the directions of the management, if required.

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14. You will be required to maintain utmost secrecy and will not divulge or give out to anyone in any manner, particulars or details of any of the trade secrets manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the company of confidential nature.
15. Any knowledge or information which you gather during the contract shall not be disclosed by you outside this company, either during the contract period or subsequently.
16. You shall not have any right (intellectual or otherwise) on the software or the source code which gets created during the contract and all the rights to this software or source code shall remain with the company. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your engagement, shall be deemed to be sole property of the Company and you hereby waive any and all right, title or interest, if any, in the same in favor of the Company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the Company in every proper and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the Company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your engagement with the Company. Promptly upon the expiration or termination of your engagement with the Company or upon the request of the Company, you shall return to the Company all documents and tangible items, including samples, provided to you or created by you for use in connection with services to be rendered by you, including without limitation all confidential information of the Company, together with all copies and abstracts thereof.
17. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealt with the company and if you are offered any, you should immediately report the same to the Management
18. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the cost of the same from you.
19. You shall not engage directly or indirectly in any profession, trade or business on your account that conflicts with your functions and duties towards the Company.
20. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising from your acts or

**HCL TECHNOLOGIES LTD.**

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

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omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your engagement with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

21. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.
22. Your contract will not give you any right of appointment or lien on any permanent post in the company.

In case the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your having understood and agreed to the same and submit the same to **Divya Arya**. Please note that no commitments other than what is mentioned in this letter will be applicable to you or entertained by us.

For HCL TECH LTD. - IOMC

Amrita Das

Vice President, Head-Global Rewards



Raghul B





Aplotech Private Limited
#S1214, 2nd Floor, Ardent Office One
Hoodi Junction, ITPL Main Road
Bengaluru-560048, Phone No:080-48534202

Employment Offer Letter

Dated: 27th Dec 2021

Mr. Raghul Balan
\$18, Pillai Koil Street
Thandi Periyar Nagar
Chennai-600113

Contact Number: +91-8668179652

Dear Mr. Raghul Balan

We are pleased to appoint you as SAP Trainee Consultant in our organisation with the following terms and conditions of employment

1. Appointment:

With reference to your application and subsequent interview, we are pleased to make you an offer –cum-appointment with Aplotech Pvt Ltd. –as a “SAP Trainee Consultant” You are required to report on 03 January 2022 at the address: Aplotech Pvt. Ltd, Bangalore.

2. Probation:

You will be on probationary period for a period of 6 Months from the date of joining. Subject to your satisfactory work performance, your services are deemed to be confirmed at the end of 6 Months period from the date of joining unless communicated otherwise.

3. Remuneration:

You will be paid remuneration as per the annexure to appointment letter.

4. Hours of work:

You need to work 8 hours per day based on client working calendar which can include Saturday as regular working day.

5. Notice Period:

This contract of employment is terminable, without reason, by either party by giving Three months' notice during the service tenure. The management reserves the right to pay or recover your basic 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 management desires the employee to continue the employment during notice period, the employee shall do so.





Aplotech Private Limited

#S1214, 2nd Floor, Ardent Office One
Hoodi Junction, ITPL Main Road
Bengaluru-560048, Phone No:080-48534202

6. Duties:

During your employment with the company, you shall not undertake any other employment, assignment, business etc., without the prior permission from the management and you shall devote your whole time to the faithful and diligent performance of your duties.

You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you from time to time by the management and will not perform acts which are not befitting your position and which will in any manner adversely affect the reputation of the Company. You may have to work in shifts as per the necessity of work.

7. Confidentiality and Fidelity:

You shall not, either during or after your employment with us, either by word of mouth or otherwise, divulge particulars or details of our business process, technical know-how, security arrangements, administrative and/or other organisational matters of confidential and secret nature which may be your personal privilege to know by virtue of your employment with us and you shall both during and after your employment with us take all reasonable precautions to keep all such information secret.

8. Rules and Regulations:

You will not enter into any commitment of dealing on behalf of the management for which you have no express authority, nor alter or be a party to any such alteration of any principle or policy of the management or exceed the authority or discretion vested in you without the prior sanction of the Company or those in authority over you.

You will be responsible for the safekeeping and return in good conditions all of company's property, which may be in your use, custody or charge.

If any letter of authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your employment.

That upon the termination of your employment, you will return to the company all papers and documents or other property which may at that time be in your possession, relating to the business or affairs of the Company or any of its associates or branches and will not retain any copies or extract there from.

You will keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. Training & Overseas Travel:

If you are required to travel overseas for purposed of receiving training or knowledge transfer, you shall not voluntarily separate from the company for a period of 6 months from the date of your return. In case you voluntarily resign then you shall be liable to pay to the company extent of the actual expenses incurred on your travel, accommodation and all other related expenses.



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10. Retirement:

You will automatically retire from the services of the Company on attaining the age of 58 years and you will thereafter have no lien on service. For the purposes of calculating your age, the official record of age with the company will be treated as the final record of your age. Any extension will be given by the Management only at its sole discretion subject to your being physically and mentally fit to carry out your duties.

11. Leave on Resignation:

You are not allowed to take any outstanding earned annual leave once you have tendered your resignation. The notice period must run in full course.

12. Taxation:

You shall be solely responsible for the payment of all Government and/or other taxes and dues on your salary, allowances and earnings and Management shall be entitled to deduct the same.

13. Leave:

Every employee will be given one day earned leave in a month and salary will be based on the approved number of work days at client location (including weekends).

Leaves will not be carried forward either to next month or subsequent years.

Employee should follow client working calendar.

14. General:

In respect of any other matter not specifically provided for herein, you will be governed by rules and regulations of the Company and the relevant laws of the land as may be in force from time to time within Bangalore as Jurisdiction.

15. Verification:

In accordance with the authorization on your application, your appointment is subject to your clearance of Background Verification/Reference Check/Criminal check/any other test specified by the client and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio- data are correct. We will also be contacting your referrals. Please note that this offer is subject to satisfactory references being obtained.



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16. Documents:

You are requested to submit 2 passport size photographs and copies of following documents, at the time of joining.

- A. Educational qualification Certificates (from 10th Std Onwards) along with mark sheets.
- B. Passport (The first 4 and the last 4 pages).
- C. Salary certificate from present and previous employers.
- D. Relieving letter or duly accepted resignation letter from your present and previous employers.

We take this opportunity of welcoming you to our organisation and wish you every success in your position.

Please confirm your acceptance of the above terms and conditions of employment by signing and returning the duplicate of this letter.

Yours Sincerely,

For **APLOSTECH PVT.LTD.,**

Authorized Signatory



Manikandan R



SHOPPERS STOP

08-Dec-2021,

Manikandan

36/20, Nednchezhiyan Street
Nehru Nagar, Velachery

Chennai - 600042

Appointment for the post of
Customer Care Associate & Customer Care Associate

Dear Manikandan,

Welcome to the world of Shoppers Stop Ltd. It gives us great pleasure to appoint you as 'Customer Care Associate & Customer Care Associate', in Grade DS2, on the terms and conditions given below:

1. Date of Joining:

Your appointment will be effective from **22-Nov-2021**.

2. Compensation:

You will receive the following emoluments, besides other allowances applicable to your grade, as per the rules of the company:

Basic Salary	10000 /- per month
City Compensatory Allowance	0 /- per month
House Rent Allowance	1000 /-per month

3. Probation period:

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. On completing the probation satisfactorily, you will be confirmed for the above mentioned designation.

4. Leave:

Leave will be as per the leave rules applicable within the organization. All types of leave are calculated on the financial year basis.

Shoppers Stop Limited
Palladium Mall, 28, Velachery Road, Nagendra Nagar, Velachery, Chennai, Tamil Nadu – 600 042. T + 044 66754300.
Registered & Service Office – Umang Tower, 5th Floor, Mindspace, Off. Link Road, Malad (West), Mumbai – 400 064, Maharashtra.
T + 022 42497000, F + 022 28808877. CIN : L51900MH1997PLC108798. E-mail us at customercare@shoppersstop.com,
Toll Free No.: T + 1-800-419-6648.

Huzaifa Yunus Badri (Business)



25
YEARS
Excellence Service
1990-2014

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Sales
98401 20560

BRILLIANT ENTERPRISES

Dealers in : Welding, Safety, Power Tools, Pressure Gauge,
Pipe Fitting, Fasteners & General Hardware Stores.

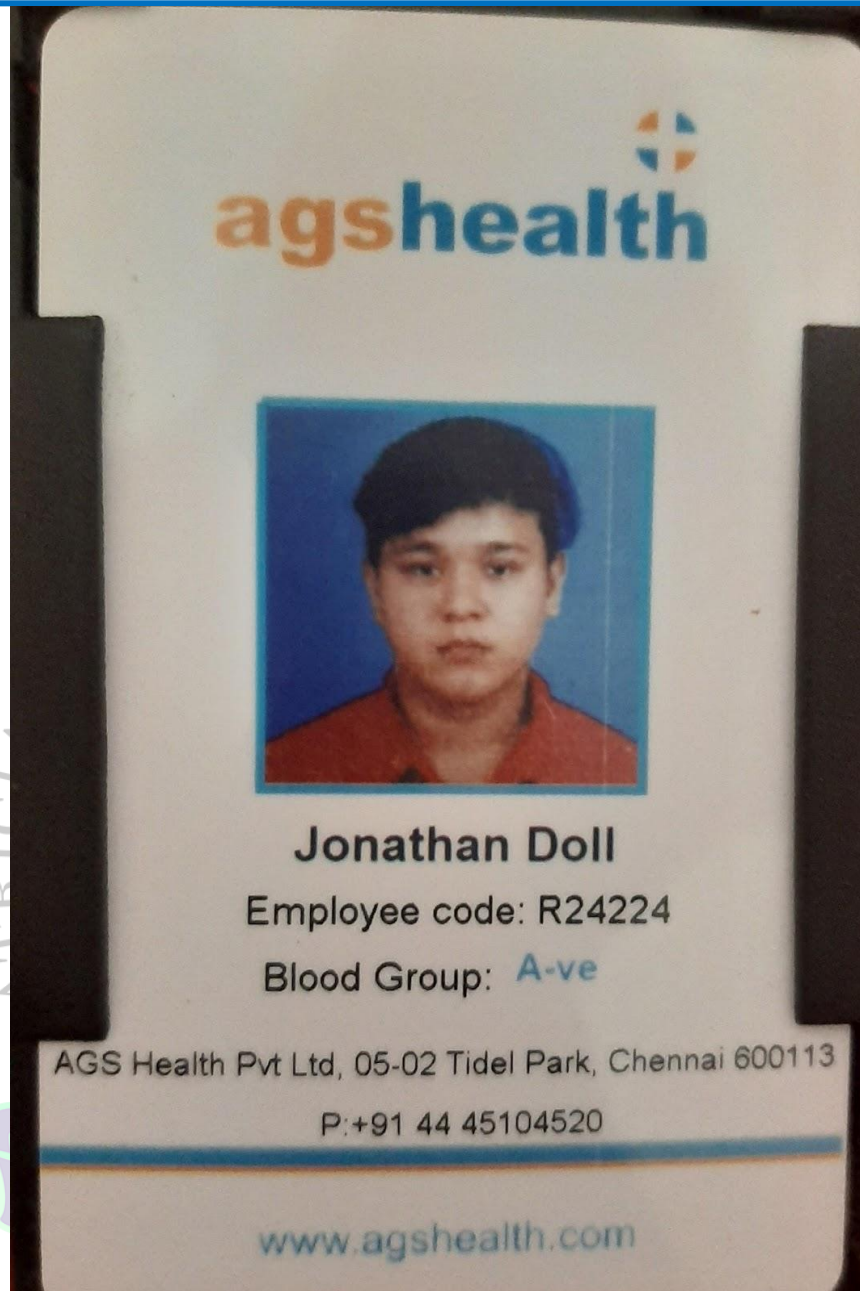
138, (Old No. 161-A), Broadway, Chennai - 600 108.

Phone : 25232304, 25223203, 47600076 Resi. : 25202247
E-mail : brilliant160@gmail.com Website : brilliantatlas.com

Images of various tools and equipment: a red welding cable, a welding torch, a pressure gauge, a wrench, a screwdriver, and a power drill.



Jonathan David Christopher Doll



Monish Kumar K



Online Piano Classes

Via Whatsapp, Google Duo, Zoom and Other Video Calling Apps



Mohammed Abubakkar Siddiq (Business)



Yogeshwaran J



MiraMed Ajuba Solutions Pvt Ltd

(Formerly Ajuba Solutions (India) Pvt Ltd)

Registered office | 12-02 Tidel Park | 4 Canal Bank Road | Chennai 600113 | India

phone
+91 44 3068 0410

fax
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November 19, 2021

AL/AJP-November-2021/35424163

APPOINTMENT LETTER

AND

EMPLOYEE NON-DISCLOSURE AGREEMENT

To
Yogeshwaran Jaganathan
AJP20509
Chennai

Dear Yogeshwaran,

With reference to your application for employment at Miramed Ajuba Solutions Pvt Ltd., we are pleased to inform you that you have been appointed as **"Trainee - Medical Billing"** and your DOJ is **19 November, 2021**. The terms & conditions are applicable effective the joining date.

1. Salary and Benefits:

Your remuneration and benefits will be as per the offer letter released during your joining process. Enclosed Annexure A specifies the same.

You would be on probation for a period of 6 months from the date of your joining and on satisfactory completion you will be considered for confirmation. If your services are found unsatisfactory at any time during the period of your probation, your appointment is liable to be terminated/cancelled without notice or any compensation in lieu of notice.

Upon successful completion of Probation and Confirmation letter being issued by the Company, you will be eligible for other benefits, subject to Company's policies/rules as applicable from time to time. Salary shall be normally reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, depending upon your performance during the year. It is the Company's policy to review the salary payable to its employees for successive financial years depending upon the overall performance of the Company and also the performance of the employee and the department/project in which the employee is based.

The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.

2. Offer validity:

This offer of appointment is based on the information furnished in your application for employment. At any time, in future if it comes to Company's notice that any of this information is incorrect or that any relevant information has been withheld or mis represented, then the Company reserves the right to terminate your employment immediately without any notice.

For our records, during the joining process we need copies of your original certificates relating to your permanent address, proof of birth date, education, employment, and proof of the last drawn compensation from your current/previous employer, PAN card, and 4 passport size photographs and any other document or additional proof that may be specified by the Company.

Noted & Accepted (employee signature)

HR/WI/06/08/09 Rev 1

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1 of 8



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3. Warranty:

You warrant that your joining the Company will not violate any agreement to which you are party or have been a party to. You warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with the Company. You warrant that you will comply with all Company applicable policies and standards as applicable on joining and as amended from time to time by the Company and shall perform your services in a consistent manner with the ethical and professional standards of the Company. You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances including final clearance letter from your previous employers (if employed earlier) to be able to lawfully perform the services.

4. Medical fitness:

You will be required to complete a Medical Test prior or subsequent to your joining date. The appointment and its continuance are subject to your being certified to be medically fit. The examination and certification by the Company doctor or Company-approved doctor /clinic/hospital from time to time shall be final and binding for the purpose of this clause.

5. Agreements / Bonds :

You will execute necessary agreements, bonds, guarantees and any other documents or paper, required by the Company, at any time after completion of your probation / service at the request of the company.

In case you are sent on training or any official visit by the Company at its own cost in India or abroad you will have to sign a separate bond undertaking that you will serve the Company for a minimum period of two years or as per the Company's policy prevailing at that time at Company's discretion.

6. Designation:

Your designation is merely indicative of the scope of responsibilities which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions related to the Company's business and you will be bound to carry out such functions.

7. Place of Employment:

Your current Place of Employment is Chennai (Miramed Ajuba Solutions Pvt Ltd.)

8. Working hours:

You will observe a six day working week and will be required to report to duty on shifts /staggered shifts. The shift timings may change from time to time about which you will be notified. However, from time to time you may be asked to work extra hours to ensure that critical work is completed satisfactorily. A working day shall comprise of nine hours including a break of one hour collectively for lunch, dinner or tea breaks. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Employees at the client site shall follow the working hours as applicable at the client site.

Noted & Accepted (employee signature)

HR/WI/06/08/09 Rev 1

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2 of 8



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9. Transfer/ Deputation:

During your employment with the Company, you may be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad at the sole discretion of the Company. In the event of transfer or deputation of your services, your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time. Notwithstanding your appointment in this Company, your services may be assigned to any other Company or you would be required to attend to work of any other Company, provided, the terms and conditions of your employment will be as applicable to your category of executives in this Company.

10. Travel:

You may be required to travel, either in India or Overseas, in connection with official work at short notice.

11. Confidentiality:

It is assumed, that you would not, except in the proper course of your duties, disclose or divulge to any person or persons whomsoever other than in connection with the Company's business or yourself make use of any information of a secret or confidential nature acquired by you during the period of such employment relating to the trade or business of the Company or to the methods, process, appliances, machinery or plant used by it or to any experiments or research carried out by it or by any person in its employment.

The Company follows certain information security policies and procedures strictly in order to protect client's information when processed in the Company. It is the responsibility of each employee of the Company to get themselves familiar with the Information Security Policies and Guidelines and ensure adherence. You will be given an overview of the Company's Information Security compliance as part of your Induction/Training Program. Information Security violations could attract penalties as per prescribed guidelines depending on the severity of the violation.

You agree at all times during the term of your employment and thereafter (Without limit of time); To hold the confidential information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and not to disclose or divulge the confidential information to any person or entity without prior written authorization of the Company. You agree to return to the Company all proprietary information, including copies on paper, soft copies, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with the Company or when demanded earlier by the Company.

12. Non-Compete and Non-Solicitation:

Non-Compete:

During your employment with the Company and for a period of two years after conclusion of the term of employment, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, majority shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company directly or indirectly.

Noted & Accepted (employee signature)

HR/WI/06/08/09 Rev 1

Private & Confidential Page

3 of 8



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Solicit Business:

During the term of your employment with the Company and for a period of 2 years after conclusion of the term of employment you shall not solicit, endeavour to solicit, influence or attempt to influence any client, customer or other Person directly or indirectly, direct his or its purchase of the Company's product and/or services to himself or any Person in competition with the business of the Company;

Solicit Personnel:

During the term of your employment with the Company and for a period of at least two years after conclusion of the term of employment, you shall not solicit or attempt to influence any person employed or engaged with the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the Employee of or directly or indirectly offer services in any form or manner to himself or any Person who is a competitor of the Company

In case you violate this provision, you further agree that a minimum penalty /damages amount of Rs.5 lakhs shall be payable by you to the Company in addition to other legal remedies and relief's available to the Company.

In the event of any breach by you of the above conditions, the Company shall be entitled to levy such amount of penalty as liquidated damages as it may think fit, in addition to taking such action or pursuing such remedies/relief's as it may be entitled under law.

13. Cooperation Following Termination:

You agree that, following notice of termination or resignation of your employment, you will cooperate fully with the Company in all the matters relating to the completion of pending work on behalf of the Company and the orderly transition of such work to the other employees as the Company may designate. You further agree that during and following the termination or resignation of employment you shall cooperate fully with the Company as to any and all claims, controversies, disputes or complaints over which you have any knowledge or that may relate to your employment relationship with the Company. Such cooperation includes, but is not limited to, providing the Company with all information known to you related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum.

14. Private Trade and Employment:

You would devote the whole of your attention and abilities exclusively to the business of the Company and shall in all respects obey and conform to the regulations from time to time issued by the Company and applicable to you, shall at all times well and faithfully serve the Company and use your best endeavors to promote the interest thereof. While in the employment of the Company you would not be engaged in any other employment, consultancy, retainer or business whatsoever, or accept any other emoluments or any honorary positions in any organization without previous consent in writing of the Company.

15. Former Employer:

In the event, you become a party to any proceeding brought by any former employer of yours at any time during or after your employment with the Company, you recognize and agree that you shall have full and sole responsibility for responding to such action and that the Company has got no responsibility to participate in your response nor in assisting you to meet the cost of such response. However any leave/time off you may take from the Company's services for responding to such actions or participating in any legal hearings are subject to due approval as per the Company's leave rules.

Noted & Accepted (employee signature)

HR/WI/06/08/09 Rev 1

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4 of 8



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16. Conflict of Interest:

All employees would be required to report to the Company if any member of his family or close relatives is engaged in any trade or business which supplies goods and/or services to the Company or dealers of distributors for the Company or have any other type of business relationship with the Company. You would also be required to intimate the management if any of your family members or close relatives are engaged in similar or competitive line of business as the Company is engaged in.

17. Code of conduct

You will be governed by the Company's Service Rules and Employee Manuals that are prevalent or will be made /updated from time-to-time. You will also be required to abide by the Code of Conduct of the Company that are prevalent or will be made/updated from time-to-time and the same will be informed to you on joining and available with the HR department.

18. Company property:

You will be responsible for the safekeeping and return in good condition and order all the property of the Company which is in your possession, use, custody or charge. You shall make good of any loss or damage that occurs to any Company property which is in your possession/ custody.

19. Accountability:

You are required to adhere to all the Company policies and procedures, whether written or oral that act in the best interests of the Company.

20. Legal Compliance:

You will abide by all the provisions of law that are applicable in the location of your posting or that will be made applicable to the employees of the Company.

21. Intellectual property:

You agree that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall belong to the Company absolutely.

a. You hereby undertake, render assistance to restrain the infringement, passing-off, duplication, unauthorized use or colorable imitation of any such trade descriptions, logo, device, label, art work, trade names, trademarks or Copyrights.

b. You shall not directly or indirectly indulge in doing anything which shall have an adverse impact on the Company's marks and/or intellectual property rights and/or confidential information.

c. Upon the termination of your services for any reason, you shall immediately cease to use the Company's marks and/or intellectual property rights vested in any manner whatsoever.

Noted & Accepted (employee signature)

HR/WI/06/08/09 Rev 1

Private & Confidential Page

5 of 8



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22. Data Privacy compliance policy:

You consent to the terms and conditions of the Data Privacy Compliance Policy stated below:

You consent to the processing of your personal data in accordance with the Company data privacy policy (the "Policy"), a copy of which can be obtained upon request. In particular, you explicitly consent to:

- a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;
- b. With reference to the information "about you" which includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by applicable data privacy laws. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other policies and procedures of the Company. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

23. Indemnification:

You agree to indemnify the Company for any losses or damages sustained by the Company which is caused by you or related to your breach of any of the provisions or obligations set out in this letter.

24. Misconduct:

In the event of committing any misconduct (inclusive of what is mentioned below) or acting contrary to Company's rules, you will be liable for disciplinary action (including termination of service with/without notice) as per Company rules applicable to you.

- a. Breach of Company's standards with respect to integrity, ethics, honesty, sincerity and loss of Confidence
- b. Failure to follow the rules and regulations of the Company
- c. Any instance of giving false information, misrepresentation of facts or any willful suppression of material information
- d. Guilty of moral turpitude or dishonesty in dealing with company's materials or documents or theft or misappropriation of company's property regardless of the value involved
- e. Gross negligence or carelessness or inefficiency in performing duties
- f. Unauthorized absence
- g. Sexual harassment
- h. Use of vile, intemperate or abusive language, fighting, pushing, or acting in a threatening manner to another employee, customer/vendor or visitor
- i. Submission of false personal records, reports, time sheets, travel statement bills, records, logs, etc
- j. Unauthorized possession and/or improper accounting, replication and/or sale of Company's software or other material
- k. Willful destruction of the organization's property or any acts of sabotage
- l. Failure or refusal to carry out any lawful and reasonable instruction from the Supervisors or deviation from Standard Operating Procedures.
- m. Inciting others to commit breach of law and/or Company's rules and regulations
- n. Conviction by a court of law for a crime.

Noted & Accepted (employee signature)

HR/WI/06/08/09 Rev 1

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6 of 8



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+91 44 3068 0430

25. Terms and Notice period:

You may be terminated by the Company by serving you a notice of one month or terminate immediately by paying you one month gross salary in lieu of such notice. However in case you are terminated by the Company due to breach or violation of any provisions of this letter or involved in any of the Misconducts as set out in this letter, the Company can terminate you immediately without any obligation to serve notice or pay in lieu of such notice.

In the event you wish to terminate your employment with the Company, you shall be obliged to serve the Company with two months prior notice in writing, with reasons thereof. You shall not be permitted to offer to pay salary in lieu of notice period, without the express written consent of the Company. Your leave balance un-availed will also not be eligible to be adjusted against notice period. It is also noted and accepted by you that the Company will be at liberty to amend the notice period applicable to either you or the Company at any time during the course of your employment with the company and you will be bound by such changes as notified from time to time.

It is also clearly understood by you that you have induced the Company to rely on your representations that during any training, service or assignment, if any abroad, you would not abandon or terminate employment or switch employment, without completing the assignment or training or job or contract or the work for which you were sent abroad.

26. General Conditions:

This letter contains the entire agreement between you and the Company, and no alteration or variations of the terms of this letter shall be valid unless made in writing and signed by both the Parties here to. However any updates made in the Company's Service Rules and Employee Manuals that will be made /updated from time-to-time in variation of any terms of this letter shall be duly binding upon you. This letter is made under and shall be construed according to the laws of India

Please confirm your acceptance by returning a signed copy of this letter and your signature must be affixed on every page.

We welcome you to Miramed Ajuba Solutions Pvt. Ltd and look forward to your contribution for mutual growth.

For Miramed Ajuba Solutions Pvt. Ltd



Surya D.
General Manager - Human Resources

I accept the terms and conditions

Yogeshwaran Jaganathan
Date:

Noted & Accepted (employee signature)

HR/WI/06/08/09 Rev 1

Private & Confidential Page

7 of 8

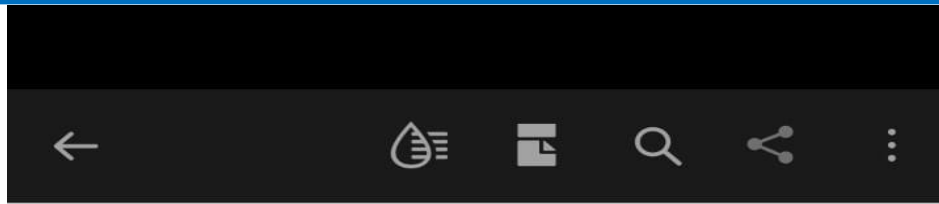


CIN NO: U72200TN2000PTC051661

www.miramedajuba.com

13. Sharan K





HCL TECHNOLOGIES LTD.

Division: Business Services
B-34/3, Sector 59, Noida 201 301, UP, India
Tel +91 120 4364200, Fax +91 120 2589688
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi- 110019, India
CIN- L74140DL1991PLC046369
www.hclbpo.com
www.hcl.com

1

Date: December 8, 2021

Private and Confidential

SHARAN K

**76/4 1st MAIN ROAD
R.A PURAM , MANDAIVELI,
Chennai,
Tamil Nadu,
India - 600028**

Dear SHARAN,

Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum – appointment with **HCL Technologies Ltd., - Digital Process Operations ("DPO" or "HCL" or "Company") as PROCESS ASSOCIATE**. You are required to report on December 8, 2021 at 09:00 a.m., at the address: **HCL Technologies Ltd., - Digital Process Operations, Chennai-SEZ, SDB2 Sholinganallur 602/3**.

- Your annual compensation would be **Rs. 200000 Per annum**. A detailed structure of your compensation will be shared on your joining. Explanation of compensation structure and employee benefits have been detailed out in **Annexure B**.
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id vaseem.arshed@hcl.com, failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.
- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the**

Signature of the employee



HCL TECHNOLOGIES LTD.

Division: Business Services
B-34/3, Sector 59, Noida 201 301, UP, India
Tel +91 120 4364200, Fax +91 120 2589688
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi- 110019, India
CIN- L74140DL1991PLC046369
www.hclbpo.com
www.hcl.com

client and genuiness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**

- The company will undertake the background verification / validation process of your terms of education, previous employment(s), criminal verification, database and address verification, claims made against achievements in the resumes/CVs of the etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure A to facilitate the joining and background verification process. The company may also undertake reference check through at least two





Sean Abraham Joseph







20:16 5



←
Head of terms







Heads of Terms

Employee Name ("You") & Identification Number ("You")	Sean Abraham Joseph - 1646667
Employee Address	20/9, Annai Sathiya Nagar 1st Street Greenways Road, Raja Annamalaipiram Chennai
SCB Employing Entity and address (the "Company", "we", us")	Standard Chartered Global Business Services Private Limited whose registered office is at Grindlays Garden, 1 st Floor Europe Building, No.1 Haddows Road, Nungambakkam, Chennai, Tamil Nadu, India 600006 (Company Identification Number U67190TN2000PTC049177)
Term (clause 1.1)	Indefinite term, subject to the terms of this Agreement.
Commencement Date (clause 1.2)	October 18, 2021
Normal notice period (clause 22.1)	3 Months
Role and Band/Grade (clause 4.1)	Client Care Executive - Inbound and Band 9B
Department (clause 4.1)	PBU, UAE, CHN
People Leader (clause 4.1)	Senior Manager - Training and Knowledge Management
Salary (clause 5)	Your commencing Total Employment Compensation (TEC) will be INR 350000/- (Rupees Three Hundred Fifty Thousand Only) gross per annum which includes basic salary of INR 140000/- (Rupees One Hundred Forty Thousand Only) gross per annum.
Place of Work (clause 6)	Your usual place of work is Chennai Your usual places of work are GBS Chennai and Home - your home address (as recorded in Peoplesoft) The days on which you work from each location are to be agreed with your People Leader.
Designated Office (clause 6)	GBS Chennai
Working Hours (clause 7)	Your normal total working hours per week are 40 hours, to be worked at such times and on such days of the week as agreed with your People Leader from time to time (subject to a maximum of 8 working hours per day). You will ensure that you take rest breaks in accordance with local law.
Variable Compensation target and applicable performance year (clause 8.2)	10% of your Total Employment Compensation and 2022
Annual leave days (clause 13.1)	21 Days
Jurisdiction (clause 26.4)	Indian law and Tamil Nadu courts

These Heads of Terms form part of your terms and conditions of employment along with the Offer of Employment letter below and these documents must at all times be read and interpreted in conjunction with each other. In the event of conflict between the two documents, the Heads of Terms take precedence.

1
 

October 5, 2021

Strictly Private and Confidential

Dear Sean Abraham Joseph

Offer of employment

Following our recent discussions, I am pleased to offer you employment with the Company on the terms set out in this Agreement.



Share



Modify



Comment



More



Kavya SK





standard
chartered

Heads of Terms

Employee Name ("You") & Identification Number ("You")	Kavya S.K - 1649558
Employee Address	4/92,42A,Mangalamman koil street, St.Thomas mount, Chennai
SCB Employing Entity and address (the "Company", "we", us")	Standard Chartered Global Business Services Private Limited whose registered office is at Grindlays Garden, 1 st Floor Europe Building, No.1 Haddows Road, Nungambakkam, Chennai, Tamil Nadu, India 600006 (Company Identification Number U67190TN2000PTC049177)
Term (clause 1.1)	Indefinite term, subject to the terms of this Agreement.
Commencement Date (clause 1.2)	November 29, 2021
Normal notice period (clause 22.1)	3 Months
Role and Band/Grade (clause 4.1)	Client Care Executive - Inbound and Band 9B
Department (clause 4.1)	PBU, UAE, CHN
People Leader (clause 4.1)	Senior Manager - Training and Knowledge Management
Salary (clause 5)	Your commencing Total Employment Compensation (TEC) will be INR 300000/- (Rupees Three Hundred Thousand Only) gross per annum which includes basic salary of INR 120000/- (Rupees One Hundred Twenty Thousand Only) gross per annum.
Place of Work (clause 6)	Your usual place of work is Chennai Your usual places of work are GBS Chennai and Home - your home address (as recorded in Peoplesoft') The days on which you work from each location are to be agreed with your People Leader, GBS Chennai
Designated Office (clause 6)	
Working Hours (clause 7)	Your normal total working hours per week are 40 hours, to be worked at such times and on such days of the week as agreed with your People Leader from time to time (subject to a maximum of 8 working hours per day). You will ensure that you take rest breaks in accordance with local law.
Variable Compensation target and applicable performance year (clause 8.2)	10% of your Total Employment Compensation and 2022
Annual leave days (clause 13.1)	21 Days
Jurisdiction (clause 26.4)	Indian law and Tamil Nadu courts

These Heads of Terms form part of your terms and conditions of employment along with the Offer of Employment letter below and these documents must at all times be read and interpreted in conjunction with

S.K. Kavya

Scanned by TapScanner





November 22, 2021

Strictly Private and Confidential

Dear Kavya S.K

Offer of employment

Following our recent discussions, I am pleased to offer you employment with the Company on the terms set out in this Agreement.

Defined terms are capitalised throughout, with the meanings set out in either the Heads of Terms or in the Definitions section below.

1. Term and Commencement Date

- 1.1 The Term is as per the Heads of Terms.
- 1.2 Your employment under this Agreement will begin on the Commencement Date.

2. Trial Period

- 2.1 The first 3 months of your Flexi working arrangement under this Agreement shall be a trial period. During this period, we will assess the suitability of any Flexi working arrangements. If in the reasonable opinion of your People Leader the arrangement is not suitable, we will seek to agree an alternative working arrangement with you. If the trial period is completed successfully, your Flexi working arrangements as set out in this Agreement will form part of your terms and conditions of employment.

3. Conditions

- 3.1 This offer is subject to:
 - (A) you satisfying the Company's pre-employment screening and ongoing verification checks (including criminal record and adverse media checks where permitted by law) and providing references that are satisfactory to the Company;
 - (B) you holding (and evidencing) all qualifications, accreditations, and certifications necessary for you to carry out your role;
 - (C) all and any necessary regulatory approvals and requirements for your role having been received and remaining in force (including the Bank being satisfied of your fitness and propriety); and
 - (D) the Company's receipt prior to the Commencement Date of satisfactory original evidence of your right to enter, work and reside in any relevant jurisdiction(s) and such right to work and residence remaining valid.
- 3.2 If any of the conditions set out in clause 3.1 are not satisfied prior to the Commencement Date, the Company reserves the right to withdraw this offer and this Agreement will have no legal effect. If any of the conditions set out in this clause are not satisfied at any time during your employment, the Company may terminate your employment with immediate effect and without notice or pay in lieu.

4. Role and Duties

- 4.1 Your role, department and People Leader are set out in the Heads of Terms.

S.K. Kavya

Scanned by TapScanner

Lawrence G (Business)







BHARANIDHARAN.B





17-11-2021

MR.B BHARANIDHARAN,
NO.44,KUPPAM BEACH ROAD,
THIRUVANMIYUR,
CHENNAI-600041.

Dear Sir,

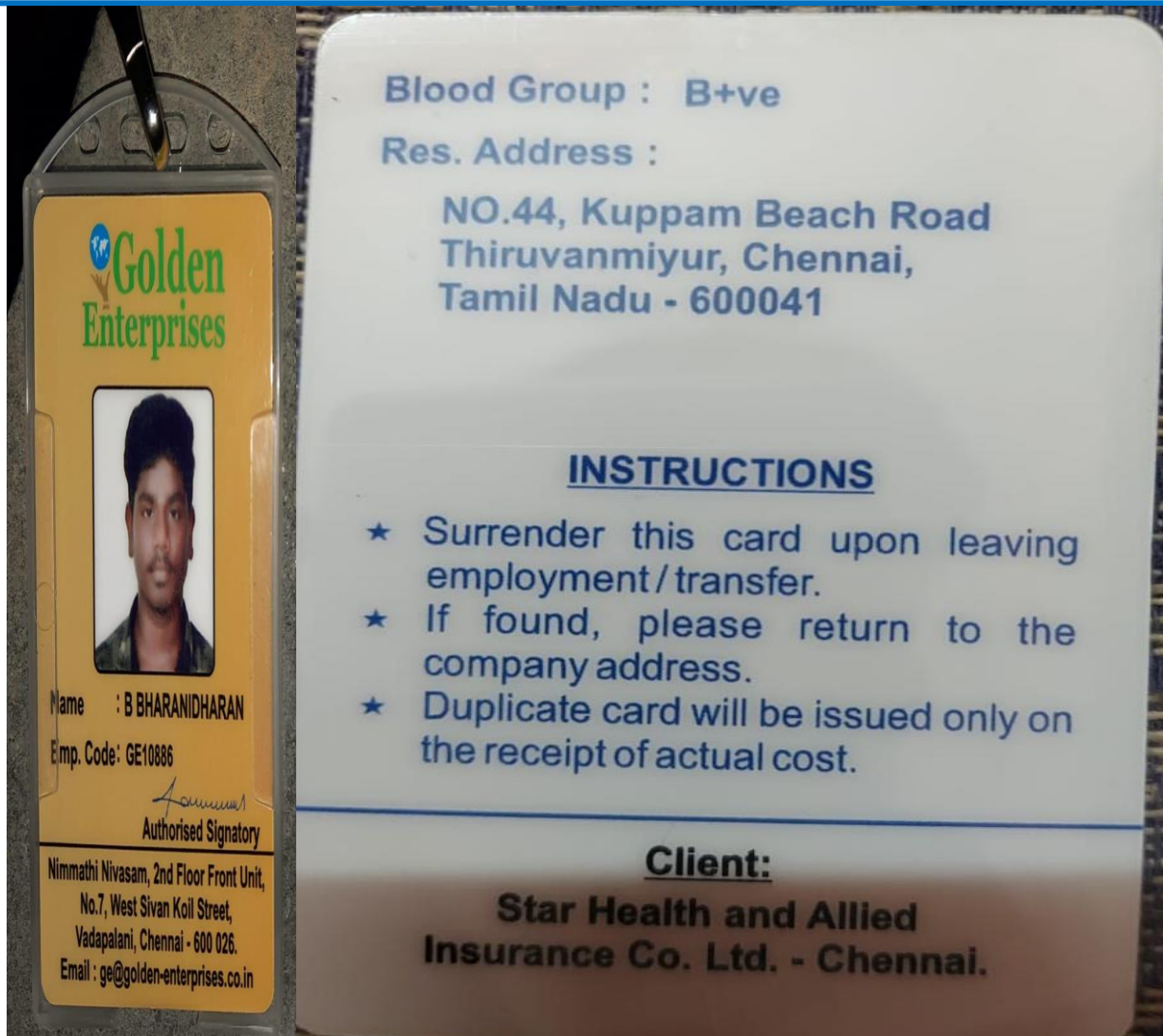
We are pleased to appoint you to the post of **OFFICER** in the administrative and supervisory cadre on Contract basis on the terms and conditions set out below:

1. Your services will be initially placed at the disposal of our client M/s. Star Health and Allied Insurance Company Limited. You will be posted at **CHENNAI**.
2. The period of your employment under this contract will be strictly one year from the date of your joining our Organisation. This contract will automatically stand terminated upon expiry of the period of one year and you will cease to be in our service with effect from that date. The contract of employment can be extended for further period as may be specified, upon mutually agreeable terms and conditions.
3. During the currency of this contract, you are liable to be deployed to any other office / station in India as per the requirement or in the office of any of our other clients. You will however continue to be in the service of our establishment and there will be no employer-employee relationship between you and our client. You will have absolutely no claim or demand of any nature whatsoever against our client at any point of time.
4. You will be paid a salary of **Rs.1,79,196/- (Rupees one lakh seventy nine thousand one hundred and ninety six only)** per annum on **cost to the Company basis** (including employer's contribution of PF, ESI, etc., as applicable). The breakup details are given in the Annexure – I.
5. If you fail to report for duty as above, the appointment order will stand cancelled.
6. You will perform such duties & responsibilities as may be assigned to you by us or by the client from time to time.
7. Hours of work, holidays and leave etc will be governed by the law for the time being in force at the place of posting.
8. You will devote your whole time and attention to the discharge of such of those duties and responsibilities as may be assigned to you from time to time by us or by our clients. You shall not take up any employment or engage yourself in any profession, avocation or business during the currency of this contract.



www.golden-enterprises.co.in

Nimmathi Nivasam, No.7, West Sivan Kovil Street, IInd Floor, Vadapalani, Chennai-600 026.
E-mail : ge@golden-enterprises.co.in Phone : 044-24881130.



MANEESHA V

TO SEEK

TO FIND

TO STRIVE



20-10-2021

MS.MANEESHA V,
NO 29/15 PALANI AMMAN KOIL 5TH STREET,
TRIPPLICANE,
CHENNAI 600005.

Dear Madam,

We are pleased to appoint you to the post of **OFFICER** in the administrative and supervisory cadre on Contract basis on the terms and conditions set out below:

1. Your services will be initially placed at the disposal of our client M/s. Star Health and Allied Insurance Company Limited. You will be posted at **CHENNAI**.
2. The period of your employment under this contract will be strictly one year from the date of your joining our Organisation. This contract will automatically stand terminated upon expiry of the period of one year and you will cease to be in our service with effect from that date. The contract of employment can be extended for further period as may be specified, upon mutually agreeable terms and conditions.
3. During the currency of this contract, you are liable to be deployed to any other office / station in India as per the requirement or in the office of any of our other clients. You will however continue to be in the service of our establishment and there will be no employer-employee relationship between you and our client. You will have absolutely no claim or demand of any nature whatsoever against our client at any point of time.
4. You will be paid a salary of **Rs.1,79,196/- (Rupees one lakh seventy nine thousand one hundred and ninety six only)** per annum on **cost to the Company basis** (including employer's contribution of PF, ESI, etc., as applicable). The breakup details are given in the Annexure – I.
5. If you fail to report for duty as above, the appointment order will stand cancelled.
6. You will perform such duties & responsibilities as may be assigned to you by us or by the client from time to time.
7. Hours of work, holidays and leave etc will be governed by the law for the time being in force at the place of posting.
8. You will devote your whole time and attention to the discharge of such of those duties and responsibilities as may be assigned to you from time to time by us or by our clients. You shall not take up any employment or engage yourself in any profession, avocation or business during the currency of this contract.

www.golden-enterprises.co.in

Nimmathi Nivasam, No.7, West Sivan Kovil Street, IInd Floor, Vadapalani, Chennai-600 026.
E-mail : ge@golden-enterprises.co.in Phone : 044-24881130.



TO SEEK

TO FIND

TO STRIVE

RITHEESHA F



TO STRIVE

Adecco

Corporate Office
No 73/1, 12th Floor, Sumed B
Brigade Metroplex, Gopalachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048
Tel: +91 80 - 68437000

Adecco

Corporate Office
No 73/1, 12th Floor, Sumed B
Brigade Metroplex, Gopalachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048
Tel: +91 80 - 68437000

Adecco

Corporate Office
No 73/1, 12th Floor, Sumed B
Brigade Metroplex, Gopalachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048
Tel: +91 80 - 68437000

Date: 07-12-2021

Applicant ID : **RITHEENHA_3_60927**
Name : **RITHEENHA F**
Location : **CHENNAI**

COMPENSATION SHEET

Compensation	Rs. Per Month
BASIC SALARY	9946.00
ADVANCE STATUTORY BONUS	620.00
GROSS (SUB TOTAL A)	10776.00
PROVIDENT FUND EMPLOYEE	1190.00
ESI DEDUCTION-EMPLOYEE	351.00
EMPLOYEE PF ADMIN CHARGES	49.50
EMPLOYEE EDU CHARGES	49.50
EMPF INSURANCE GNC	26.00
EMPF INSURANCE GFA	7.00
EMPLOYEE DEDUCTION (SUB TOTAL B)	1676.00
NET (SUB TOTAL A-B)	13440.00
PROVIDENT FUND EMPLOYEE	1175.00
ESI DEDUCTION-EMPLOYEE	81.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1356.00
TAK-HOME (SUB TOTAL A-C)	9417.00

CONSENT LETTER

Adecco India ("Adecco") may collect, use or disclose the Personal Data which you provide to Adecco India for the Purpose described in the Adecco's Data Privacy Policy (<https://www.adecco.co.in/privacy-policy/>) ("Adecco Policy") including the provision of Services, storage, analytical or dispute resolution purposes, as well as, to comply with applicable laws, regulations and Adecco's internal policies. Capitalized terms used in this form and not expressly defined shall have the same meaning as set out in the Adecco Policy.

Adecco may also share your Personal Data with Adecco's employees, officers, directors, clients (and its agents), Suppliers or third party vendors (IT, financial and legal advisors), or any statutory authorities and/or to any other Adecco affiliates, based locally or abroad, in order to reasonably achieve the Purpose. In any case, transfers to third parties will strictly be on a need to know basis, in order to comply with contractual or legal obligations.

Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.

Adecco relies on your Personal Data to achieve the Purpose; hence, you warrant that the Personal Data you provide is accurate, correct and complete. If you wish to correct, update or delete your Personal Data, you may contact Adecco's Data Protection Officer at legal.india@adecco.com.

You are entitled to withdraw this consent at any time by giving notice to the Adecco's Data Protection Officer. You acknowledge that such withdrawal shall apply prospectively and only affect Adecco's future use or disclosure of your Personal Data.

If you have any queries regarding Adecco's treatment of your Personal Data, this consent form or any related matter, you may refer to Adecco's Data Protection Officer at legal.india@adecco.com.

For any government welfare scheme Aadhar is mandatory. Accordingly by signing this explicit consent letter you hereby allow Adecco to collect your Aadhar card details. This will enable Adecco to link your Aadhar details to welfare schemes like ESI, EPFO etc. If you have any issue in sharing the details please specify the reasons in writing.

You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

Signature & Date: _____

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.


Arun Soman
Sr. Manager - SSC

Authorized Signatory
Enclosures - (i) Compensation Sheet; (ii) Consent letter
I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____


Simi Chacko
Asst. Manager - SSC


Arun Soman
Sr. Manager - SSC

Authorized Signatory
Adecco India Pvt. Ltd.

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

3/3

GLENCE ANN LANZARUS





12-08-2021

To Glence Ann Lazarus

From: DiamondPick,

Subject: Offer Letter

Dear Glence Ann Lazarus,

We are excited to offer you the position of **Junior Executive - Recruitment** in our organization with effect from your date of joining **13th August 2021**. We believe your skills and experience are a great match to our company's requirements.

Your Cost to the Company (CTC) will be **INR 2,60,000/-**. Details of your compensation package are attached in Annexure A. However, the structure of your compensation plan may be altered periodically in line with the compensation policy and practices of our organization.

You will be on probation for a period of 3 months. This is a full-time role and you will be based out of our office located in **Chennai**. You may be required to travel if the role demands it, as instructed by the organization. You will also be expected to abide by the company's rules and regulations as are in force from time to time. Any violation would be subject to disciplinary action.

During probation, the period of notice required for resignation is two weeks on either side. After probation, the period of notice required for resignation is one month on either side.

As an employee of DiamondPick, you will work on confidential and/or proprietary information related to the operations, products and services of DiamondPick and its clients. To protect the interests of both DiamondPick and its clients, all our employees are required to read and sign an Employment Agreement prior to commencement of employment.

Your appointment is subject to satisfactory background reference checks and clearance, which could have a bearing on your working with us.

This offer letter is based on the information provided to us in your application for employment and during the interviews you had with us. If, at any time in the future, it comes to light that any of this information is incorrect or that any relevant information has been withheld, then your employment is liable to be terminated without notice.

Talodyn Networks Private Limited (CIN: U74999TN2017PTC118255)
 Regd Office : 8/57 Luz Avenue Road, Mylapore, Chennai 600004
 Operations : 4th Floor, Tower 2, TVH Bellicia Towers
 No 94 MRC Nagar, Chennai 600028
www.diamondpick.com



Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Chennai shall have exclusive jurisdiction.

DiamondPick is glad to have you onboard! We look forward to a long-term association with you, and hope your contribution to the company is beneficial to the growth of the organization and yourself.

Congratulations and welcome to the team!

On the date of joining, please bring the following documents to submit for verification:

1. Original and photocopies of educational certificates and mark sheets.
2. Relieving letter & experience certificate from previous employer[s].
3. Salary certificate from previous employer.
4. Original & copy of your passport.
5. Three passport-size photographs.

Your signature at the end of this letter confirms your acceptance of this offer.

Kindly sign this and return the duplicate copy of this letter and the annexure as a formal sign of your acceptance.

All the best!

Yours Sincerely,
For DiamondPick.

Best Regards,

Divya Nitin
Head HR

Talodyn Networks Private Limited (CIN: U74999TN2017PTC118255)
 Regd Office : 8/57 Luz Avenue Road, Mylapore, Chennai 600004
 Operations : 4th Floor, Tower 2, TVH Belicia Towers
 No 94 MRC Nagar, Chennai 600028
www.diamondpick.com

CICILY ELIZABETH D'SOUZA



N. PRAKASH



TO STRIVE

NADHEEM BASHA K



AKASH A



KAMALELESHWARAN



Date: 20th November, 2021

To:

Mr.Kamaleshwaran

#15/7,14th trust st,m andavelipakkam,
CHENNAI, TAMILNADU – 600 028.

Dear Mr.Kamaleshwaran,

Sub: Consultancy Services – Reg

We take pleasure in appointing you as a **Consultant – Marketing** with Casagrاند Builder Private Limited on the terms and conditions mutually discussed and agreed upon and you will join us at our **CHENNAI** office.

The consolidated pay offered is **Rs. 16,698/- (Sixteen Thousand Six Hundred and Ninety Eight Rupees Only)** per month.

1. Your date of starting your services would be **22nd November, 2021** and this agreement is for a period of three month ending **21st February, 2022**. Please let us know your acceptance by signing a copy of this letter. The below mentioned are the terms and conditions of the agreement.
2. You shall be engaged as **Consultant – Marketing**.
3. You will work on all working days during the period mentioned, and in no circumstances may the consultant engage himself in any other business whatever whilst so engaged.
4. You shall not indulge in any act or omission, which is likely to harm the reputation of the company.
5. You shall serve the company loyally, faithfully and diligently and shall at all times safeguard and protect the interest of the company.
6. You shall not be entitled for benefits like Gratuity, PF and any other fringe benefits.





ABS VIDHYA MANDHIR

KNOWLEDGE IS POWER

Affiliated to CBSE, New Delhi

School : Thalakanchery Road, Iveli Agaram, Thiruvallur - 602021.

Phone : 96000 48361, 96000 47651, 78679 44450

E-mail : hrabsvm@absgroupschools.com Website : www.absvidhyamandhir.org



To

Ms. GEETHANJALI.R

Plot No-614, Gokul Gardern,

Mellnalathur, Thiruvallur – 602 002.

Dated-20.09.2021

Respected Teacher,

Further to your application and subsequent Interview conducted at **ABS VIDHYA MANDHIR CBSE SCHOOL - THIRUVALLUR**, we are pleased to appoint you as a **PRT- ENGLISH Teacher** of our school. The probationary period of One Year of your appointment shall be from **23RD of SEPTEMBER 2021**. You are requested to report duty on **23RD of SEPTEMBER 2021**.

During the period of probation, your work will be assessed by the Academic Director, Principal and Senior Departmental Teaching Staff. Your appointment will be considered for confirmation based on their satisfactory reviews. You are expected to maintain discipline in the classes that you handle and we would like to see a board based performance improvement in children's of your class.

Your Pay is fixed at Gross Salary of **Rs.15,000/-** per month with statutory deductions as and when applicable. You are not entitled for any other allowances.

You will be governed by the rules and regulations of **ABS VIDHYA MANDHIR - THIRUVALLUR**.

You should not resign In the middle of the Academic Year.

- Three months prior notice should be given before resigning. Failing which three months salary in lieu of notice has to be remitted by you.

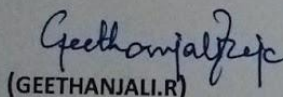
We extend our hearty welcome to you and look forward to have a fruitful association. Kindly express your acceptance of the above terms and conditions by signing the duplicate copy of this letter and submit the same to the undersigned.

For **ABS VIDHYA MANDHIR**



SECRETARY

I have read the content of the above letter and have accepted this appointment


(GEETHANJALI.R)



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

From: Geetha rameshkumar <geetha@eimpact.com.au>

Date: Fri, 16 Jul, 2021, 1:19 pm

Subject: Job acceptance

To: <sudhirmg233@gmail.com>

Cc: Nagaraj Veerachettiar <raj@govreports.com.au>, Tiana Tran <tiana@eimpact.com.au>, Senthil Kumar S <senthilkumar@eimpact.com.au>, Sandeep Gopalan <sandeep@eimpact.com.au>, Chandini Ajay Kumar Gupta <chandini@eimpact.com.au>

Dear Sudhir,

Congratulations!!!

We take great pleasure in offering you the position of "Web Designer Trainee" with us here at Impact Standard Business Reporting Pvt Ltd. where we hope you will enjoy your role and make a significant contribution to the success of the business.

Your date of joining is 19h July 2021 (Monday), you will be required to work from the office from July 19h 2021.

Your salary will be ₹10,000/- per month (for 3 months). Your salary will be paid on the 7th of every month.

Regarding the required documents, you need to provide us the below-mentioned documents before joining the office,

1. Aadhar card
2. PAN card
3. Past company Relieving letter
4. Experience letter
5. Last payslip
6. Additional course certificate if any

Company:

Impact Standard Business Reporting Pvt. Ltd.

1st floor, Sri Murugan Tower, 1524/1287, Trichy Rd, Opp. ICICI Bank, Coimbatore 641 018.

TO STRIVE



SRI KRISH INTERNATIONAL SCHOOL (CBSE)

Affiliated to CBSE New Delhi Affiliation No.: 1930580

1/191 A, Rajiv Gandhi Nagar, Kundrathur Main Road, Kovur, Chennai-128.

Phone No.: 8939878230 / 31 E-mai: skischoolcbse@gmail.com | www.srikrishinternationalschool.com

Date: 15.11.2021

OFFER LETTER

Dear Ms. LOGESHWARI. G

Further to the personal discussion you had with us on 14.11.2021

We are pleased to offer you the position of **ENGLISH TEACHER (GRADE 4)** in our Sri Krish International School, KOVUR on the following terms and conditions:

- 1) You will join the duty on **15th NOVEMBER 2021**.
- 2) You will be on probation for a period of 12 months from the date of joining and it might be extended for a further period of 12 months if necessary (solely at the discretion of the Management)
- 3) Your monthly salary is **Rs. 14,000/-**
- 4) An Appointment order will be issued after you join our School.-
- 5) At the time of receiving the offer letter, you should submit the following documents:
 - a) Original Certificate
 - b) Copy of the degree certificate
 - c) Two passport size photographs
 - d) Your address proof.
 - e) Your fitness certificate from a registered practitioner
 - f) Xerox copy of the Pan Card.

We welcome you to our **SKI** Group and your career with us will be mutually beneficial.
As a token of acceptance of this offer letter, kindly sign and return the duplicate copy of the offer letter.

Warm Regards,



Chairman

I accept all the above terms and conditions and will join the duty on **15th OCTOBER 2021**

Signature of the Candidate



SCUP:TED:RT:6116:2021

13/09/2021

MS.ROWENA RACHEL P.,
5/11, GROUND FLOOR, 12TH TRUST CORSS STREET,
MANDAVELIPAKKAM, RAJA ANNAMALAI PURAM,
CHENNAI- 600028.

Dear MS.ROWENA RACHEL P ,

Letter of Appointment

We refer to the personal interview you have had with us, and are pleased to offer you the position of JUNIOR EXECUTIVE in "TED (AUSPRO)" in Shriram City Union Finance Limited under the following terms and conditions, with effect from 13/09/2021.

1. Compensation: You shall be paid annual compensation totalling to Rs.122250/-, A detailed break up of your compensation is attached as Annexure - I.
2. You will initially be reporting to MR. MOHAN PARTHASARATHY, Deputy General Manager, SANTHOME.
3. Your initial place of posting will be SANTHOME but you may be at various points in time, be required to serve the company in any place within the country. You may, at the discretion of the company, be transferred to any of its divisions, departments, subsidiaries or group companies and shall abide by the service rules prevailing in such places / entity without being entitled to additional remuneration.
4. You will initially be on probation for a period of 6 months from the date of appointment, on the expiry of which you will be confirmed in your post, provided your work and conduct are found to be satisfactory. The company has the right to extend your probation basis performance. You shall continue to be on probation unless confirmed in writing by the management.
5. Exclusivity: You shall devote your self exclusively to the performance of your duties in the Company and you shall not during the course of your employment with the Company, be engaged or concerned or interested in any other employment or business whether with or without remuneration. Further, during the period of your employment with the Company, you shall not engage in any endeavor or activity which conflicts with the interests and business of the Company.
6. Resignation and Termination upon confirmation: Your employment with Shriram City Union Finance Limited is terminable by either side by giving 30 days notice.
7. You will be eligible for leave as per company policy.

For Shriram City Union Finance Limited.,


RAMAKRISHNAN V
GENERAL MANAGER

....2

Shriram City Union Finance Limited

Business Solution Centre, 144, Santhome High Road, Mylapore, Chennai - 600 004. Ph: +91 44 4392 5300, Fax: +91 44 4392 5430
Regd. Office: 123, Angappa Naicken Street, Chennai - 600 001. Ph: +91 44 2534 1431
E-mail: shriramcity@shriramcity.in Website: www.shriramcity.in
Corporate Identification Number (CIN) L65191TN1986PLC012840





To,

03.04.2021

N. Hemalatha,
No. 2 F Block, Rajbhavan,
Guindy, Chennai - 600022.

Dear Hemalatha,

We are glad to offer you an appointment with M/s **ONTWIKKEL CORP** as a **Jr. Copywriter** and you will receive a stipend of INR 5,000 for the first 3 months (training period). Your official date of joining is **May 3rd, 2021 Monday**.

You job responsibilities will include essential functions discussed with you during your interview as well as those specific to your job description that may be assigned to you from time to time.

To note

1. Jr. Copywriter role is a 3-month training program at Ontwikkel Corp.
2. During the 3-months, the associate will be given exposure to work on all the live projects.
3. At the end of the 3-month training, the associate will be absorbed as a full-time employee based on the associate's performance metrics & their interest level with the Agency.
4. Salary will be as per market standards once the associate becomes employee.

We look forward for your anticipated association with this company.

Sincerely,

For,
ONTWIKKEL CORP

Authorized Signatory
(CEO & Managing Director)



Ontwikkel Corp
'Century Court',
#B/1, Kasturi Estate 2nd Street,
Poes Garden,
Chennai 600 086.

+91 44 2499 6919
info@ontwikkelcorp.com
www.ontwikkelcorp.com

AGENCY





January 19th, 2022

Ms. R. Thatchayini.
D/o Mr. k. Raja Mahendravarmam,
#No 92, Raja Nagar,
Pasupathipalayam,
Senapiratti, Karur,
Tamil Nadu- 639004.

Dear Thatchayini,

Further to the interview we had with you, we take the pleasure of extending an offer to you in our Company as "Trainee Operations Specialist" with a CTC of Rs.1,44,000/- per annum (Rupees One Lakh Forty-Four Thousand Only) for the first three months. From fourth month onwards you will be paid a CTC of Rs.1,80,000 per annum (Rupees One Lakh Eighty Thousand Only) Based on your performance you will be subjected to an appraisal on a yearly basis.

All other terms and conditions will be part of your Appointment Letter.

We look forward to your joining duly with us on January 24th, 2022 (Monday) at our Trichy Office. Your reporting time will be 6:30 PM(IST).

Please note that this offer will automatically stand withdrawn if you fail to report on or before January 27th, 2022 (Thursday) or if you fail to provide the documents mentioned below.

When you are reporting, you are advised to bring all originals along with one photocopy of the following documents for verification.

1. School leaving certificate for proof of date of birth.
2. Degree certificates / course completion certificates.
3. Address proof.
4. Relieving order/Experience certificate
5. 2 Color photos
6. Pan Card

In the event of your not joining duty as contemplated as above said, the Company will not be in a position to appoint anyone else for the post. So the post will be lying vacant. The Company will be put to loss and the said loss will be recovered from you on the said condition you are being appointed.

Best wishes,

For Anbakam Metals Pvt. Ltd.,

Shanmuga Priya S.
HR Lead

Accepted by

Thatchayini.

DATE



www.agshealth.com

January 13, 2022

Vibin Amersen Annamalai
Chennai.

Offer Letter

Dear Vibin Amersen Annamalai,

Congratulations!

Congratulations! We are pleased to offer you the position of Trainee Process Associate at AGS Health Private Limited.

Your annual cost to company (CTC) would be ₹.204000. In addition to this, you will also be eligible for a performance based incentive up to ₹.102000 per annum, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings.

We request you to join us on or before January 17, 2022. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature:

Date:

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India

P: +91 44 4510 4520 | F: +91 44 4510 4521

SCIENCE



October 29, 2021

No 21 \22 R Block, Kotturpuram,
Chennai – 600 085.

Dear Melvin S,

OFFER AND APPOINTMENT

We thank you for the keen interest you have shown in our organization. We are pleased to offer you a career with CHASE HR Consulting ("Company"). Your employment with CHASE HR Consulting would commence on 01st November 2021 and your designation would be **"Associate Talent Acquisition" (SG – 1A)**.

The overall compensation offered to you is INR 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. The details of the compensation and benefits are listed in Annexure I.

Your employment will be subject to the standard Terms and Conditions of employment of CHASE HR Consulting. As specified under Annexure II.

Please accept our heartiest congratulations and welcome to CHASE HR Consulting.

With warm regards,

For **CHASE HR Consulting**



D Joel Jeyaraj
Director







February 07, 2022

HR/BP/0222/751699

Mr. Shriram Kunhikrishnan

,
-0

Letter of Appointment

Dear Shriram,

- 1.0 Appointment:** We are pleased to offer you an **Appointment** in our company as "Trainee Process Consultant" The details of your entitlements and your salary are as per Annexure-II.
- 2.0 Date of Appointment:** Your effective date of Appointment will be on or before **February 07, 2022**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on Berkmeer India Private Limited.
- 3.0 Initial Posting & Reporting:** Your initial posting in the normal course will be **Chennai** and you will report to the respective Business and/or Functional Head.
- 4.0 Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational / professional Qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 8 (eight) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction / Paid in the current financial year; PAN Card Copy.
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 Terms and Conditions of Employment:** All the terms and conditions of your employment are attached here with as Annexure – I. The said terms shall (and as maybe modified from time to time) be applicable to you.

Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

Yours sincerely,

Sooraj Janardhanan
Manager - Human Resources
Berkmeer India Private Limited

I have read the Appointment Letter and I fully understand and accept the terms & conditions contained herein

Signature: _____
Name: _____
Date: _____

Encl: Annexure – I & II

Berkmeer India Private Limited
Regd. Office: 111, 8th Cross, Paramount Gardens, Thalaghattapura Kanakapura Main Road, Bangalore, Karnataka - 560 062
India
Corporate Identity Number. U72900KA2021PTC150054.
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NAAC – AQAR

5.2 STUDENT PROGRESSION

5. 2. 1 PLACEMENTS
2020-2021

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Casagrand Builder Private Limited Offer.docx 1 / 2 | 50% +

CASAGRANT
Building Tomorrow

Date: 10th November, 2021

To:
Mr. Abinaya
#407, Pointh Thammaral st, new washermanpet,
CHENNAI, TAMILNADU - 600 081.

Dear Mr. Abinaya,

Sub: Consultancy Services – Reg

We take pleasure in appointing you as a **Consultant – Telemarketing** with Casagrand Builder Private Limited on the terms and conditions mutually discussed and agreed upon and you will join us at our **CHENNAI** office.

The consolidated pay offered is **Rs.16,500/- (Sixteen Thousand Six Hundred and Ninety Eight Rupees Only)** per month.

1. Your date of starting your services would be **15th November, 2021** and this agreement is for a period of three month ending **14th February, 2022**. Please let us know your acceptance by signing a copy of this letter. The below mentioned are the terms and conditions of the agreement.
2. You shall be engaged as **Consultant – Telemarketing**.
3. You will work on all working days during the period mentioned, and in no circumstances may the consultant engage himself in any other business whatever whilst so engaged.
4. You shall not indulge in any act or omission, which is likely to harm the reputation of the company.
5. You shall serve the company loyally, faithfully and diligently and shall at all times safeguard and protect the interest of the company.
6. You shall not be entitled for benefits like Gratuity, PF and any other fringe benefits.

PM 03:37
27-03-2022

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TATA

Offer: BUSINESS PROCESS SERVICES
Ref: TCRLD/20217714763/ChennaiBPS/STN
Date: 24/09/2021

Mr. Daniel Devaraj,
1, 1st Street,
Nanganallur,
Chennai-600081
Tamil Nadu
Tale #1-671009476

Dear Mr. Daniel Devaraj,

Sub: Letter of Offer and Terms of Traineeship

Thank you for expressing keen interest with Tata Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPO" for a period of 12 months. During this period you will be paid a stipend of Rs. 15,000/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by providing your date of joining and signing Acknowledgment 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Official/selection Officer at any of our offices.

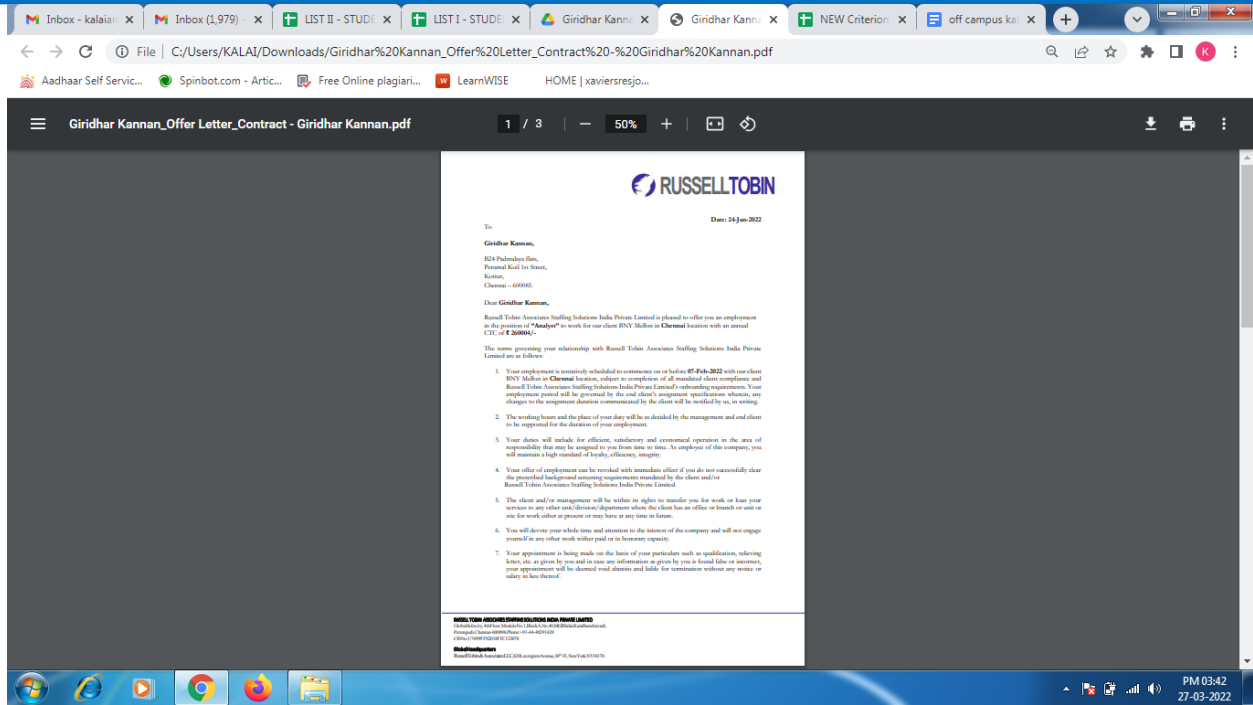
After you accept this letter of traineeship and clear the medical check-up and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

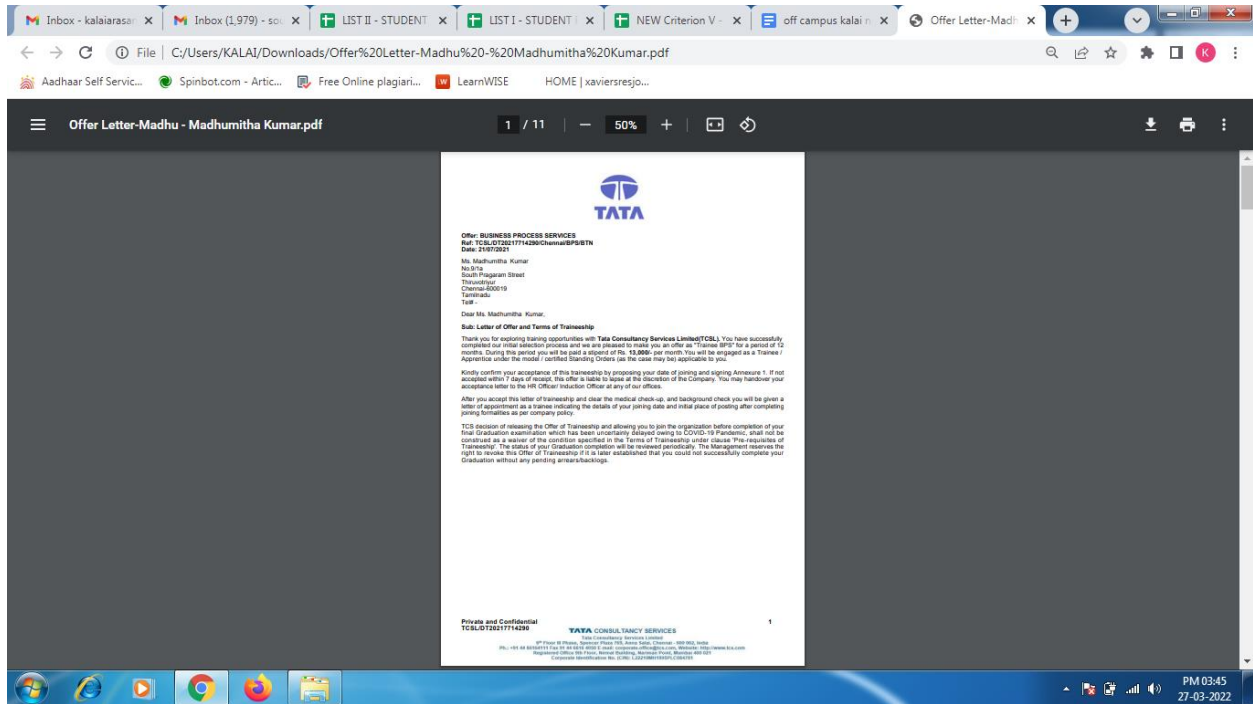
TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause "Pre-requisites of Traineeship". The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Private and Confidential
TCRLD/20217714763

TATA CONSULTANCY SERVICES
BPO Office at Chennai, Tamil Nadu
1st Floor, 1st Street, Nanganallur, Chennai-600081, Tamil Nadu
Phone: +91 44 66363931 Fax: +91 44 6636 4000 E-mail: careers@tcs.com, Web: www.tcs.com
Registration number: U60201TN1998PLC000001
Proprietorship certificate: U60201TN1998PLC000001
TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.

PM 03:39
27-03-2022





INFORMATICS

Unsurpassed IT Quality & Value...



Mahesh Kumar D
Adminsitratve Assistant

INF/EMP/306



ARTS AND SCIENCE
TO FIND



12:10 [Signal Icons] [Battery Icon] 95%



Dear Melvin Thomas M P,

Thank you for taking the time to attend the interview for the "IP Analyst Trainee" position. We enjoyed getting to know you. We have completed all of our interviews.

I am pleased to inform you that we offer you the "IP Analyst Trainee" position.

We believe you have the solid skills required for the position and are considered an asset to our company.

Please respond to this email by this evening to let us know if you would like to accept the "IP Analyst Trainee" position.

I look forward to hearing from you.

Mr. Benin, from the Operations team, will contact you for further information.

Cheers,
Pragathi M
Chief Business Officer

T: 044 48634540

M: +91 9952013062

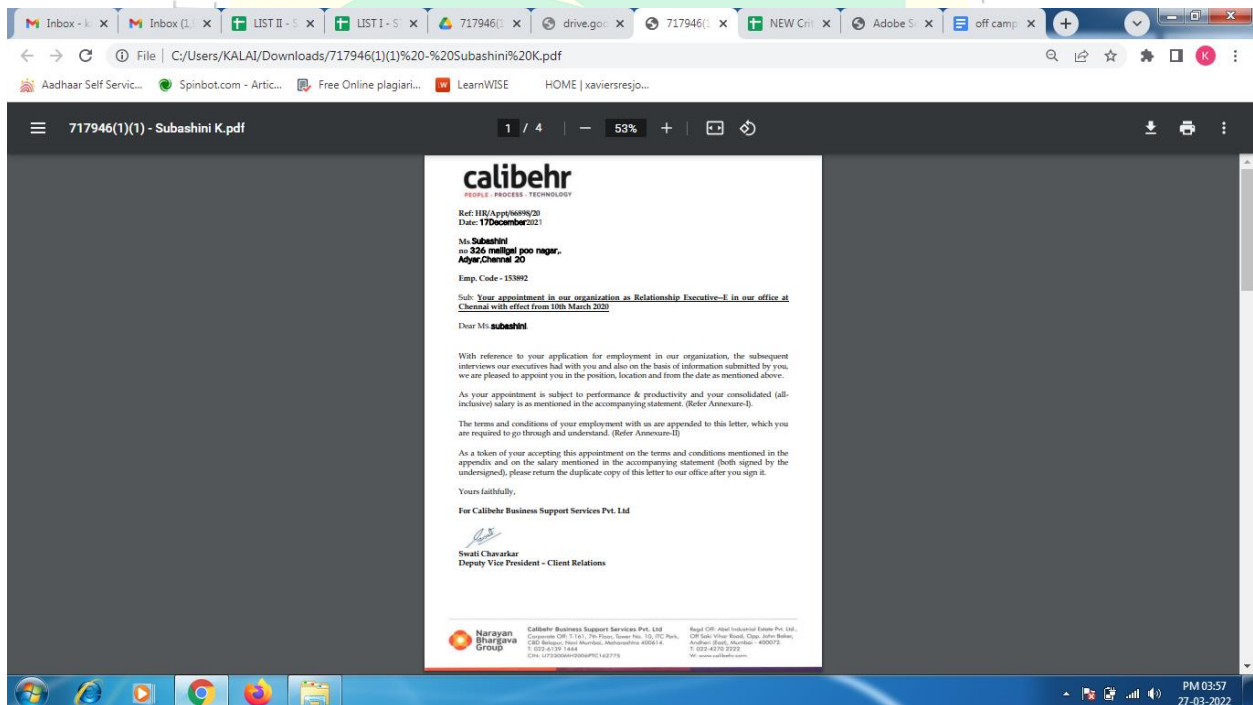
pragathi@blockxtech.com - blockxtech.com



BLOCK X

#3, 11, Jawaharlal Nehru Street,
V.G.N Nagar Phase-4, Nolambur,
Mogappair West, Chennai 600095,
India







NAAC – AQAR

5.2 STUDENT PROGRESSION

5. 2. 1 PLACEMENTS
2020-2021

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Annexure-I

Ref: HR/App/6689/20 dated 05th March 2020

Salary Offer - Ms. Jennifer Anil David		
	Per Annum	Per Month
Gross	199132	16596
Basic	126796	10563
HRA	63384	5282
Monthly Bonus	9012	751
Company's Contribution		
PF Employer	16476	1373
ESIC Employer	6380	535
CPA	603	50
CTC	223408	18534
Employee's Contribution		
PF Employee	15216	1268
ESIC Employee	1428	119
P-Tax	2708	229
Net Take Home Salary	180000	15000

Bonus and Gratuity will be paid as per the law.

PM 03:57 27-03-2022

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Offer Letter - 3-Feb-2022 - 01_50_53 (1) (1) - Vinay.pdf 1 / 11 | 50% +

HCL TECHNOLOGIES LTD.
Division: Business Services
B-243, Sector 59, Noida 201 301, UP, India
Tel: +91 120 484000, Fax: +91 120 238888
Registered Office: SDO, Saket, New Delhi-110003, India
Ola: +91 9646013897/046400
www.hcl.com
www.hcl.com

Date: February 3, 2022
Private and Confidential

Vinayaganeswari S
NO 14 LAKSHMI NAGAR 1st MAIN ROAD 2nd CROSS STREET
Venachery Chennai,
Chennai,
Tamil Nadu,
India - 600042

Dear Vinayaganeswari,

Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **HCL Technologies Ltd., - Digital Process Operations ("DPO" or "HCL" or "Company") as PROCESS ASSOCIATE**. You are required to report on February 14, 2022 at 09:00 a.m., at the address: **HCL Technologies Ltd., - Digital Process Operations, Chennai-02Z, SDO2 Sholinganallur 602/3.**

- Your annual compensation would be **Rs. 180000 Per annum**. A detailed structure of your compensation will be shared on your joining. Explanation of compensation structure and employee benefits have been detailed out in **Annexure B**.
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of this (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id mulashini@hcl.com, failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company's medical check requirement.
- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you report to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the**

Signature of the employee
PFCB

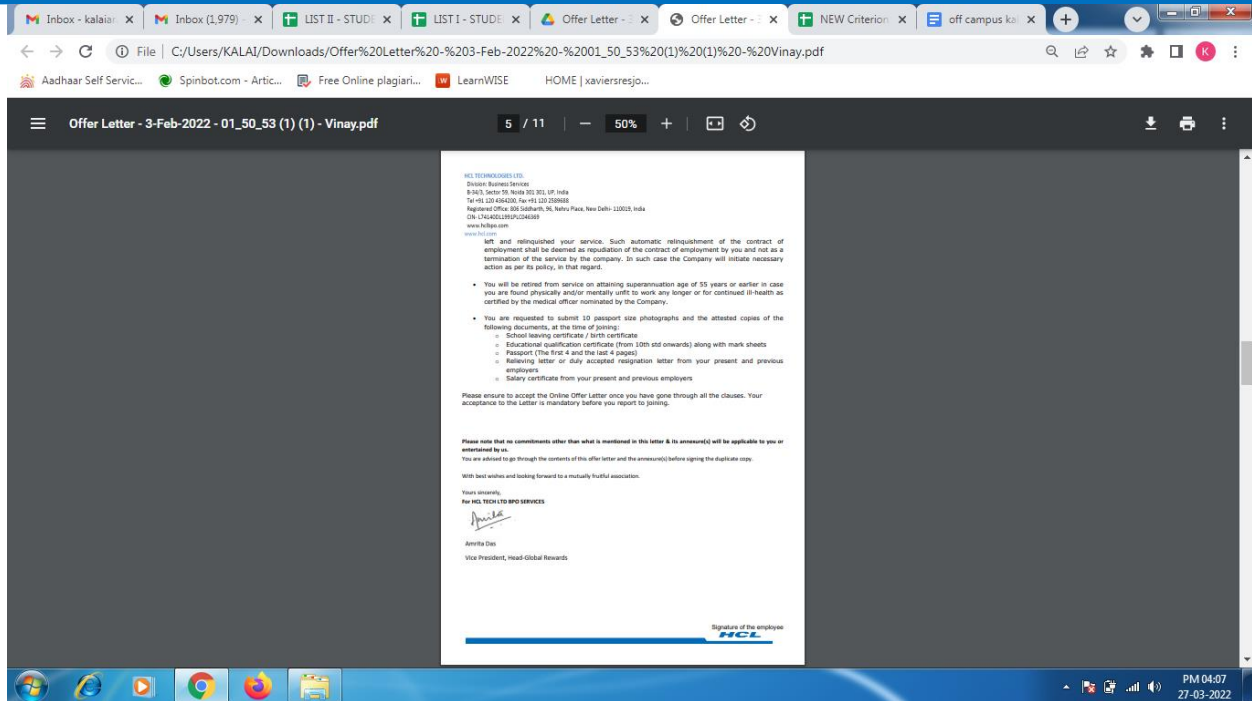
PM 04:07 27-03-2022



NAAC – AQAR

5.2 STUDENT PROGRESSION

5. 2. 1 PLACEMENTS
2020-2021



12/12/21, 8:02 PM

Patrician College of Arts and Science Mail - Fwd: Salary break up - RRD

Thasni Fouzia <thasni@patriciancollege.ac.in>

Fwd: Salary break up - RRD

1 message

avinash.avi <avinash10.04.2001@gmail.com>

To: 'Thasni@patriciancollege.ac.in' <thasni@patriciancollege.ac.in>

Thu, Dec 9, 2021 at 1:28 PM

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

From: **Devi Muthu** <devi.muthu@gmail.com>

Date: Mon, 12 Dec 2021, 11:16 am

Subject: Salary break up - RRD

To: 'Avinash10.04.2001@gmail.com'

Dear Avinash,

Thank you for completing the interview process with RRD. You have been selected for the position of "Financial Associate". Please find below the salary breakup for your reference. Please review and let us know your acceptance to proceed with the issuance of the offer letter.

Components	Monthly (INR)	Annual (INR)
Basic	10,000	1,20,000
House Rent Allowance	3,366	40,392
Employer State Insurance (ESI)	334	4,008
Employer's Provident Fund (EPF)	1,200	1,4,400
Total Fixed Pay	15,000	1,80,000
Performance/Stat Bonus	1,000	12,000
Gratuity (2)	481	5,772
Total Pay	17,481	2,07,772

Please also note the following:

- Income Tax will be deducted at source wherever applicable as per Indian Income Tax Rules
- The monthly take home will be based on income tax deductions and other statutory deductions
- The offer letter will be shared only through the portal and will be binding once the offer letter is accepted on the portal. The amount and terms and conditions given in the offer letter are final
- Remuneration details are private and confidential and it should not be shared or discussed with any other employee.

Thanks & Regards,

DEVI MUTHU

Assistant Manager - Human Resources

Address: New #149, Dr. Radhakrishnan S, Chennai, Mysore 600 004 India
e: 93 400 328 2317, 96764 12 5345916676
w: devimuthu@gmail.com
www.rrd.com

[Click here to view job opportunities in RRD, APAC](#)

rrd

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INTENT LETTER

To,

Date: 17.11.2021

Mr. Dineshkumar Selvam,
No.72nd Main Road, CLRI Nagar,
Neelankarai, Chennai-115.

SUB: Letter of Intent to hire.

Dear Dinesh,

Congratulations and welcome on-board. We take great pleasure in offering you the position of a **TRAINEE SOFTWARE ENGINEER** at Xenovex Technologies Pvt Ltd.

Probation and Compensation:

You will be in the probation of six months and your compensation will be **INR 240,000/- (Two Lakh Forty only) per annum** on a Cost to Company (CTC) basis. After that you will be treated as regular employee and will be considered in the yearly appraisal cycle (Appraisals will be done based on your performance, company's performance and market standards of the year).

Your employment with us will be confirmed only based on your satisfactory performance during the probation and a successful background verification.

Employment Agreement:

You will be gainfully employed with Xenovex for a minimum period of two years from the date of your employment (Including your probation period). If any kind of employee initiated termination happens before the above mentioned duration, you will have to pay Xenovex, **INR 80,000/- (Eighty Thousand only)** as a one-time payment. If you fail to make the payment, Xenovex reserves the right to take legal remedies to retrieve the payment from you.

Please sign your acceptance to indicate you have accepted this offer from us. Feel free to get in touch with us, should you have any queries regarding your employment over e-mail at abitha.r@xenovex.com or call us at +91 9123546398.

Wishing you a successful career with us.

For Xenovex Technologies Pvt Ltd,

R. Abitha

Abitha.R,
Executive – HR



**Adecco**

Corporate Office
No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048
Tel: +91 80 - 68407000

Date: 27-01-2022

Applicant ID : Sebastin_3_68286
Name : Sebastin Kishore J
Location : CHENNAI

OFFER LETTER

Dear Sebastin Kishore J

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Annotator** on deputation to our client **Valeo India Pvt Ltd** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The **Net Salary (In Hand)** offered to you is **Rs 16262.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **CHENNAI**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process

This employment offer is subject to:

- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer letter is valid till the date of your joining which should not be later than **15 days** of issuance of this letter; your expected DOJ is **17-01-2022**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card for proof of identity, proof date of birth and proof of address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Six passport size photographs
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward to you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.

Arun Soman
Sr. Manager - SSC

Simi Chacko
Asst. Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Consent letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____



1/11/22, 10:08 AM

Patrician College of Arts and Science Mail - (no subject)



Thasin Fouzia <thasin@patriciancollege.ac.in>

(no subject)

1 message

Sharanya <saranyamesh1920@gmail.com>
To: thasin@patriciancollege.ac.in

Mon, Jan 10, 2022 at 10:40 PM

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

From: Kirankumar Viswanathan <kirankumar.v@listerventures.com>
Date: Sat, Jul 31, 2021, 10:11 PM
Subject: Lister Offer !
To: saranyamesh1920@gmail.com <saranyamesh1920@gmail.com>

Hi Saranya,

Congratulations ! Your take home salary is fixed as 12,000/- . Date of joining will be 09 Aug 2021. Thanks.

You need to come to office and work, hence request to vaccinate and confirm the same.

Please share below scan copy of documents by 02 Aug 2021.

1. 10th Certificate
2. 12 Certificate
3. Degree/ Provisional/ marksheets.
4. Aadhar card
5. PAN card

<https://mail.google.com/mail/u/0/?ik=baae2e3e54&view=pt&search=all&permthid=thread-f%3A1721588388330502085&simpl=msg-f%3A1721588388330502085> 1/1





21 Apr 2021

Sumaiya Thaslim R
RAHAMADULLA A
#35/17/1
Chella pillayar koil street, Royapettah
Chennai - 600014
Tamil Nadu

Dear Sumaiya Thaslim R,

APPOINTMENT LETTER
(Issued in lieu of Form Q)

We are pleased to appoint you as **Trainee Consultant** with effect from **15 Apr 2021** on the following terms and conditions:

1. The place of work will be at Greytip Software, Bangalore.
2. You may be required to travel to any other client location for a short duration depending on the work you are assigned.
3. Your services will be available for the benefit of all our Associate companies at the sole discretion of the Management.
4. The position in which you are appointed is one of utmost confidence and requires a high degree of personal and professional integrity. This appointment is, therefore, subject to continuity of such confidence.
5. Your appointment with Greytip Software Pvt. Ltd. would require you to be bound by all rules, regulations and guidelines issued by the company from time to time, in relation to personal and professional conduct, discipline, non-disclosure of confidential information and information security. You are also required to sign the 'Code of Conduct' and 'Non Disclosure Agreement'. Your acceptability of these agreements and compliance to rules, regulations and policies shall also be deemed to be a part of employment terms at Greytip Software Pvt. Ltd.
6. All work in Greytip Software, data and systems of Greytip Software's clients must be kept confidential and not disclosed to any outsiders.
7. All Software, Programs, Codes, Manuals, Documentation of any kind, etc. developed by you during your employment will be the property of Greytip Software.
8. Your appointment is subject to you being found medically fit for employment.
9. Your appointment is subject to satisfactory reference checks.





29-Nov-2021

Dear Savari Franklin Sudhan M,
B.Sc, Computer Science
Patrician College of Arts and Science, Chennai

Candidate ID – 19065537

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 **Graduate 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 251,999/-. This includes an annual target incentive of INR 12,000 /- 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 284,111/-. This includes an annual target incentive of INR 12,000/- 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 50% 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.

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097







buzzworks.com

19th Oct 2021

Ref No: HR/2021/INT/193

Paid Intern Engagement Letter

To,
Ms. Nanthitha Nancy A
Email ID – NanthithaCarolyn198@gmail.com

Welcome to Buzzworks!

On behalf of Buzzworks, I am pleased to extend you this letter of internship and confirms your volunteer internship with us, in the division of "Services" and for the role of "Intern - Recruitment Executive". The effective date of your internship is 25th Oct 2021.

1. You will report to your Reporting Manager, who will supervise your learning objectives. Your primary work location will be in the division offices located at Chennai.
2. Your internship will be for a minimum period of 6 months and normal working hours will be 10:00am to 7:00pm, Monday through Saturday.
3. You may discuss your specific schedule with your mentor. Internship activities and responsibilities will be shared with you upon commencement of your internship.
4. As a volunteer intern, you will be performing hours of service for receipt of compensation for services rendered. You will be paid monthly fixed Stipend amount of Rs. 15000/- (Rupees Fifteen Thousand Only).

The following items are important for you to know

- You are hired on temporary Internship employment status
- The company may terminate the internship prior or after the completion of the assignment by giving (15 days) notice or Stipend amount in lieu thereof from either side.
- You do not attain any rights toward career service or regular employment through this internship program, unless given in writing.

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this letter of internship, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company.

Kindly accept this Letter as a token of acceptance of terms of Internship.

Sincerely,
For **Buzzworks Business Services Private Limited**



Rabiullah Shaikh
Business Head – HR

Accepted By
Date

branch office:
buzzworks business services pvt. ltd.
502-503 shreeya house, perdara hill road,
andheri (east), Mumbai 400 093

registered office:
3rd floor, murugesu naicker building, 64,
thousand lights, greaves road, Chennai - 600006
T: +91 44 45781504 CINE: U74999TN2006PTC059363





INSPIRISYS/HRD/OL/2021/800348

06-Aug-21

Mr. Brandon Michael Caster,
No. 11, S 3, B Block, Liberty Plaza, Vada Agram Street,
Mehta Nagar, Nelson Manickam Road, Chennai,
Tamil Nadu – 600029.

Dear Brandon,

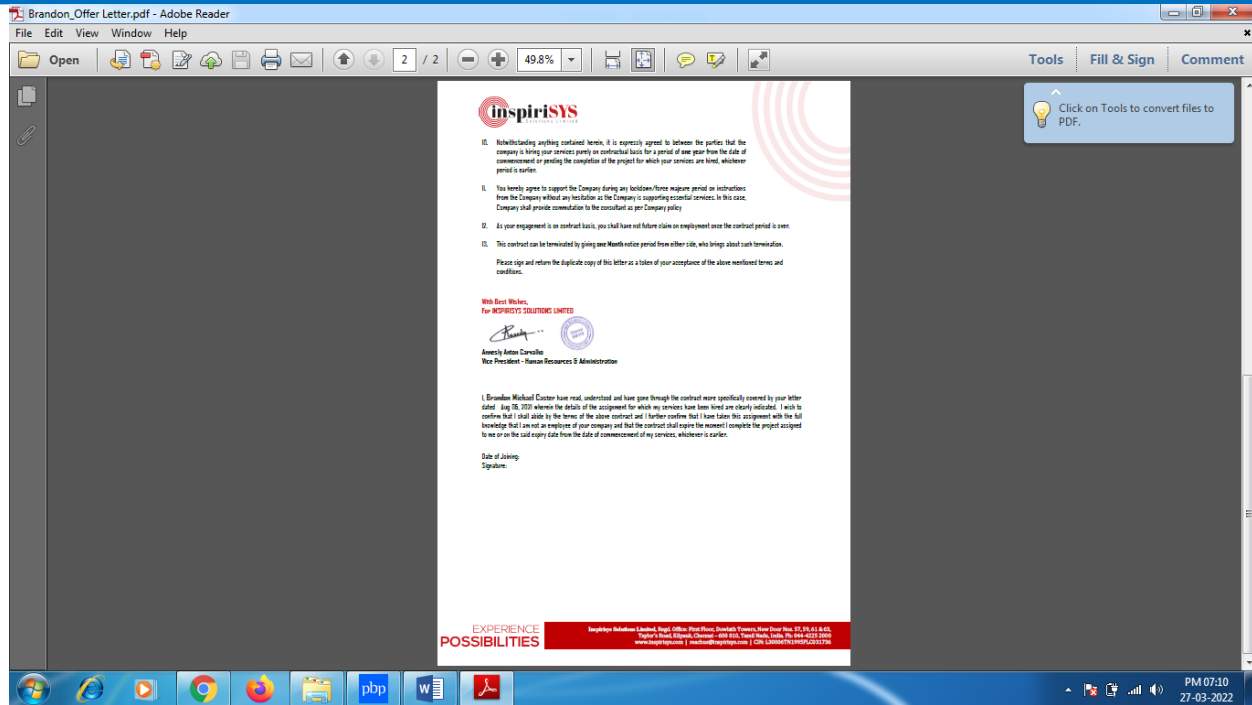
We are pleased to engage you as a Consultant in our Company as per the terms and conditions given below: -

This contract is fixed for a period starting from Aug 06, 2021 to Aug 05, 2022 and extendable depending on mutual consent.

1. You will be paid a retainerhip fee of INR 13,300/- per month for the services provided on a monthly basis subject the deduction of tax at source.
2. You are expected to maintain high level of performance in your work. Any neglect on your part in this regard may render your service liable for termination without notice.
3. You shall not any time or times, without the consent of the company disclose, divulge or make public except under legal obligation, by word of mouth or otherwise, details of manufacturing processes, software development, technical know-how, security arrangements, administration, accounts of any other dealings of the company.
4. You shall abide by the Rules and Regulations of the company which are in force and/or which may be framed from time to time.
5. You shall be responsible for the safekeeping and return in good condition and order of all the company's property, which may be in your use, custody or charge.
6. You will be under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you to the best of your power, skill and ability in the best interests of the company.
7. You are required to continuously maintain yourself in a state of good medical fitness so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical examination at any time if called upon by Inspirisys Solutions Limited or its clients when assigned to work at their premises
8. If at any time in the opinion of the company, which shall be final, your performance is found to be below acceptable / satisfactory levels or you become insolvent or are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any other conduct considered by the company as detrimental to its interests or of violation of one or more terms of this appointment, your services may be terminated without notice.
9. You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Inspirisys Solutions Limited, India and its group companies or their Clients will be deemed as work done for hire and such work will belong to Inspirisys Solutions Limited, India and / or its group companies perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Inspirisys Solutions Limited, India or its group companies you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Inspirisys Solutions Limited, India and its group companies during your tenure with the Company or otherwise.

EXPERIENCE
POSSIBILITIES

Inspirisys Solutions Limited, Regd. Office: First Floor, Dowlat Towers, New Door Nos. 57, 59, 61 & 63,
Taylor's Road, Kilpauk Chennai – 600 010, Tamil Nadu, India. Ph: 044-4225 2000
www.inspirisys.com | reachus@inspirisys.com | CIN: L30006TN1995PLC031736





**Mazzarello Magalir Nalvazhvu Maiyam
SOCIAL SERVICE SOCIETY**

(Registered under the Tamil Nadu Societies Registration Act.27 of 1975 S.No.147/1990)

MARIALAYA

Shelter and Rehabilitation Centre for Girl Children

New # 57, (Old # 29), Pedariyar Koil Street, Chennai - 600 001. Phone : 25283986

51, Shanmugarayan Street, Chennai - 600 001. Phone : 25282270 / 25281779

Cell : 94449 90331 E-Mail : marialayammin@gmail.com url : www.marialaya.org

Date :

APPOINTMENT LETTER

Date: 30.11.2021

To,

Ms. Kiransree Villalan,

No.33, Amman Koil Street,

Aminjikarai, Chennai-29

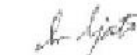
Dear Kiran,

This is with reference to your application for the Work and the subsequent discussions you had with us at the interview on November 30th 2021, on the following terms and conditions.

1. **Position:** Full-time job as a Medical and Psychiatry Social Worker
2. **Date Of Joining:** 01.12.2021
3. **Job Location:** Chennai
4. **Salary:** you will get a monthly salary of Rs. 16,000/-
5. **Working Hours:** Monday to Saturday 9.30 AM – 5.30 PM

We congratulate you on your appointment and assure you to get our full support for your professional growth and development.

Sincerely,



Director

(Arokia Sujatha Mary)

MARIALAYA

57, Pedariyar Koil Street,

George Town,

CHENNAI - 600 001.



Medical Research Foundation

[Regd. Under Act XXI of 1860]

New No. 41 / Old No.18, College Road, Chennai - 600 006

Dr. S. S. Badrinath
Chairman - Emeritus

Dr. Girish S. Rao
President

G. Ramachandran
Hony. Secretary & Treasurer

Dr. T. S. Surendran
Vice Chairman

October 12, 2021

Ms. Aswathy A V
No. 18, Block - I
Police Quarters, Police Quarters road
T.Nagar
Chennai - 600 017.

Dear Ms. Aswathy,

Congratulations!

With reference to your application and the subsequent discussions we had with you, we are pleased to appoint you for the position of **HR Coordinator** in the Human Resource Department of Medical Research Foundation on the terms enclosed as per Annexures I & II. All rules and regulations of the organization shall apply to you from time to time.

You are requested to sign the copy of this letter with Annexures and return the same to us as a token of your acceptance of the offer.

We welcome you to the Sankara Nethralaya family and wish you a professionally satisfying career with us.

With best wishes,

Yours sincerely,
For **MEDICAL RESEARCH FOUNDATION**


SUDHA MOHAN
SENIOR MANAGER - HR

Encl: Job Description

Phone : 91 - 44 - 4227 1500 / 28271616 Fax : 91 - 44 - 2825 4180 e-mail : mrf@snmail.org
WEB : www.sankaranethralaya.org & www.supportsankaranethralaya.org



Krupa

(A Registered Charitable Trust)



G. Joshua Godwin Samuel

Admin Executive

ISSUING AUTHORITY



CARD HOLDER'S SIGNATURE



Valid Till : MAR 2022



DUNZO
Delivery Partner



COVID-19 ESSENTIAL SERVICE PROVIDER

Delivering essentials within City limits



Vinoth
Raj Stanley F

5471029

REGISTRATION DATE

29/10/2019

DRIVING LICENCE

TN1200139332019

DATE OF BIRTH

24/04/1998

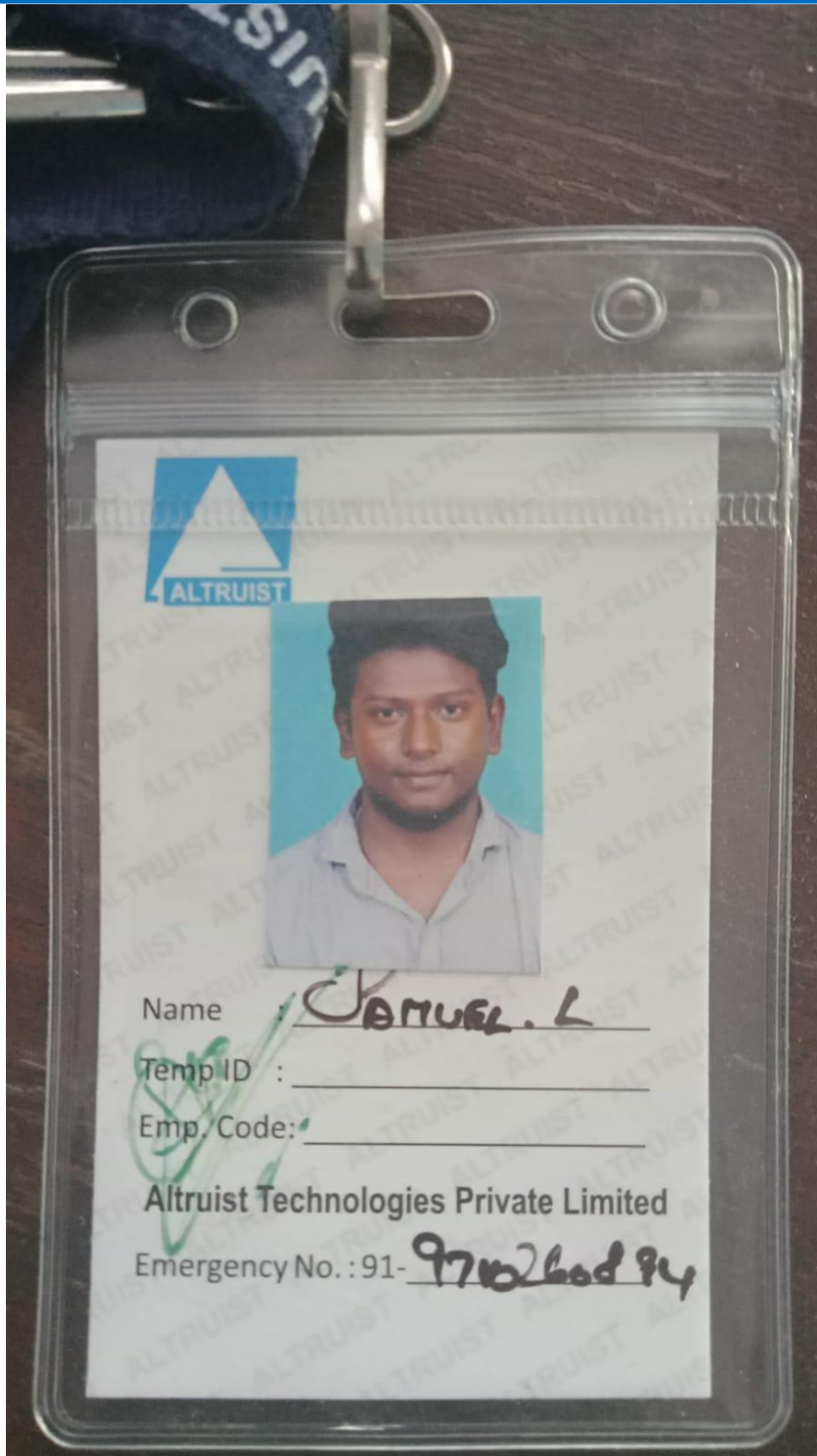
VEHICLE NUMBER

TN12AE7441

CONTACT NUMBER

9962899837









Mohammed Abbas A



Savista Global Solutions Pvt. Ltd.
(Formerly nThrive Global Solutions Pvt. Ltd.)
Unit 1-G-1, Block A - Eastern Front Wing
TECCL Park No: 285, Old Mahabalipuram Road,
Sholinganallur, Chennai, TN - 600 119.
Tel: +91 44 6689 1111
www.SavistaHCM.com
CIN: U85100DL3003PTC334213



Format No.: SP/HR/FT/16

Rev. No.: 11

Offer Letter

Private & Confidential

29th Dec 2021

Mohammed Abbas A

No.4/81, 9th Street, Kalsinger Nagar, Sathya Moorthy Nagar, Tiruvottiyur, Tiruvallur-600019

Dear Mohammed,

With reference to your application and subsequent interviews, we are pleased to offer for the position of "Receivables Analyst" in "Operations" in our organization.

Your Total Compensation will be INR 2,01,400/- which is all inclusive and will be paid in accordance to company policy. The break-up is given below in Annexure A.

We request you to join us by 30th Dec 2021 at 10.00 AM. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two Photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs with white background.
- 4) One Xerox copy of your address proof and your Photo ID proof.
- 5) Appointment letter if, any from your previous employer.
- 6) Aadhaar to be provided as Mandatory address & ID proof.

We will be issuing a letter of Appointment on the day you join our services.

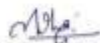
This offer is subject to you undergoing a background verification and it's mandatory that you have to clear the verification successfully. In the event of you not clearing background verification successfully, this offer made to you will be withdrawn without any further notice.

It is mandatory that you would need to take your covid 19 vaccination before your date of joining mentioned in your offer letter & your vaccination certificate should be submitted part of your joining formalities. Due to any circumstances, you are unable to produce the certificate on your joining date, this offer will be void.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Thank you for choosing career with us and we look forward to working with you.

For Savista Global Solutions Pvt. Ltd.



Mathangi Sathiyaraman
Director, Human Resources

Regd. Office : K-185 / 14, First Floor, Surya Plaza, New Friends Colony, New Delhi - 110025.



Pratheep Kumar B

**ASTA CRS Private Limited**

CIN: 74999TN2020PTC139776

1 A/5, Nethaji Nagar Main Road,
Thiruvanniyur, Chennai 600041

Phone: 9591419505

www.astacrs.comJanuary 11th 2022**OFFER LETTER**

Dear PratheepKumar,

On behalf of Asta CRS Private Limited, I am pleased to offer you the position of US Trainee Recruiter. Your salary for this position will be 1.92 lakhs (one lakh ninety two thousand) per annum from January 17th, 2022.

Please signify your acceptance of our offer by signing and returning the enclosed copy of this letter

Should you have any questions about starting with our Company, please do not hesitate to contact me, or a representative from the Human Resources Department.

Sincerely,

Name: Padmapriya
Title: HR Recruiter
Asta CRS Private Limited.

I accept the offer as outlined above.

Employee:_____
Name:**DOB:****Address:****Date:**

Preetha D





Raghul K







CORPORATE OFFICE

No. 196, 1st Main Road, Nehru Nagar,
Kottivakkam - OMR, CHENNAI - 600 096.
Land Phone : +91-44-48611020 / 48621020
Mobile Phone : +91-9941300600 / 9551300500

Date: 01-03-2022

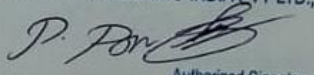
BONAFIDE CERTIFICATE

This is to certify that K. Raghul, Residing at No.19, VOC Nagar, 4th Street, Kovilpatti – 628 501. He is a full time Employee of VSOLV ENGINEERING INDIA PRIVATE LIMITED Working as an JR. TECH ASSOCIATE Since 03-01-2022.

Yours Sincerely,

For VSOLV ENGINEERING INDIA PRIVATE LIMITED.,

For VSOLV ENGINEERING INDIA PVT LTD.,



(Authorised Signatory) ^{Authorized Signatory}

GUARDIAN

REGISTERED OFFICE

No. 14, Teacher Colony, Adyar, CHENNAI 600 020.

E-mail : care@vsolv.co.in
www.guardianstabilisers.com



Santhoshkumar V







CORPORATE OFFICE

No. 196, 1st Main Road, Nehru Nagar,
Kottivakkam - OMR, CHENNAI - 600 096.
Land Phone : +91-44-48611020 / 48621020
Mobile Phone : +91-9941300600 / 9551300500

Date: 01-03-2022

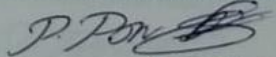
BONAFIDE CERTIFICATE

This is to certify that V. Santhoshkumar, Residing at No.83, Lala Garden, Mylapore, Chennai – 600 004.

He is a full time Employee of VSOLV ENGINEERING INDIA PRIVATE LIMITED Working as an JR. TECH
ASSOCIATE Since 03-01-2022.

Yours Sincerely,

For VSOLV ENGINEERING INDIA PRIVATE LIMITED.,
For VSOLV ENGINEERING INDIA PVT LTD.,



Authorized Signatory

(Authorised Signatory)

GUARDIAN

REGISTERED OFFICE

No. 14, Teacher Colony, Adyar, CHENNAI 600 020.

E-mail : care@vsolv.co.in

www.guardianstabilisers.com



Shankar K J





Coherent Pixels Systems Pvt.Ltd.
3rd Floor, Temple Tower,
672/476 Anna Salai,
Nandanam, Chennai,
Tamil Nadu, India – 600035
Tel: 044-24849989
Website: www.coherent.in

Confidential Training Offer Letter

Date: - 19/07/2021

To,
Shankar Krishna Jeeva
7/34 J20, Santhosh Nagar,
Mulakkadu, Tuticorin -628005.

Dear Shankar Krishna Jeeva,

We are delighted & excited to welcome you to **Coherent** as a **Trainee**. At **Coherent** we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful training experience with Coherent. Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

Please submit the following documents to HR at the time of your joining: (1) Photocopies of your educational certificates, (2) Certifications, if any, (3) Experience/ relieving letters, if any (4) Two color passport-size photos, (5) Proof of address (e.g. copy of Aadhar card).

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

CONGRATULATIONS!

With best wishes,

For **Coherent Pixels Systems Private Limited,**



Authorized Signatory

Sairam J

Thursday, March 03, 2022 Sairam

My Profile Leave & Attendance My Career Policies

Salary Info Medical Insurance

profile Sairam J

Employee Code L1236200

Gender Male

Blood Group A+

Mobile Number 7010702864

Marital Status Single

Personal Email Smartsai1916@gmail.com

Present Address 25/22 palani amman kovil, Tiruvallikeni, Chennai 600005

Permanent Address 25/22 palani amman kovil, Tiruvallikeni, Chennai 600005

Initiate Exit

EMPLOYMENT DETAILS

Date of Joining 27 Dec 2021

Notice Period 30 Days

LOB Billing

Client Athena

Functionality Operations - Non Clinical Documentation Services

Designation Assistant Client Partner

Supervisor Name Subash Sethumadhavan

Department Head Geutam Sivaraman

Email sairam.j@accesshealthcare.com

KYC DETAILS

BANK ACCOUNT DETAILS

Bank A/C No 570202010009197

Name (as per bank records) SAIRAM J

Bank Name Union bank of India

Branch ST MICHAELS ACADEMY ADYAR

IFSC Code (of the bank) UBIN0557021

PAN CARD DETAILS

PAN Number

Name (as per PAN card)

PASSPORT DETAILS

Passport Number

AAHAAR CARD DETAILS

Aadhaar Card Number 964768357826

powered by accesshealth

DEEPAK M

Inbox (527) - janandanam15582@... Inbox (360) - comshift2@patric... 2018 BATCH PLACEMENT DETAIL... Inbox (1,517) - janandanam@pat...

mail.google.com/mail/u/1/#inbox?projector=1

IMG_20220303_WA0023.jpg

Manpower

Deepak M

Emp Code : 100544830

Blood Group : B+ve

Work Location : Chennai (T N)

Emergency no : 9790099850

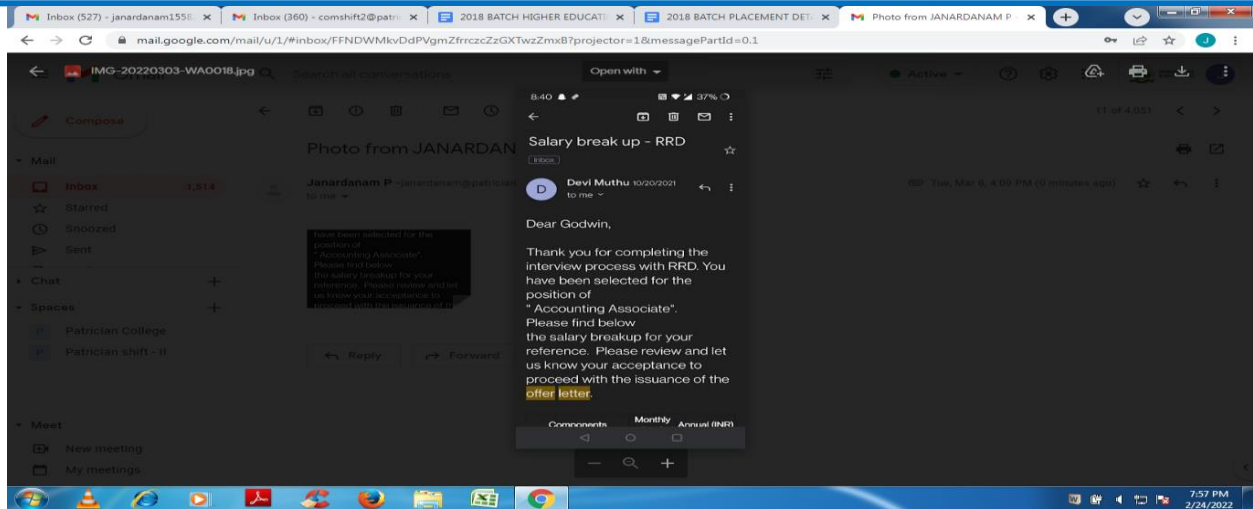
Authorised Signatory

Deputed At

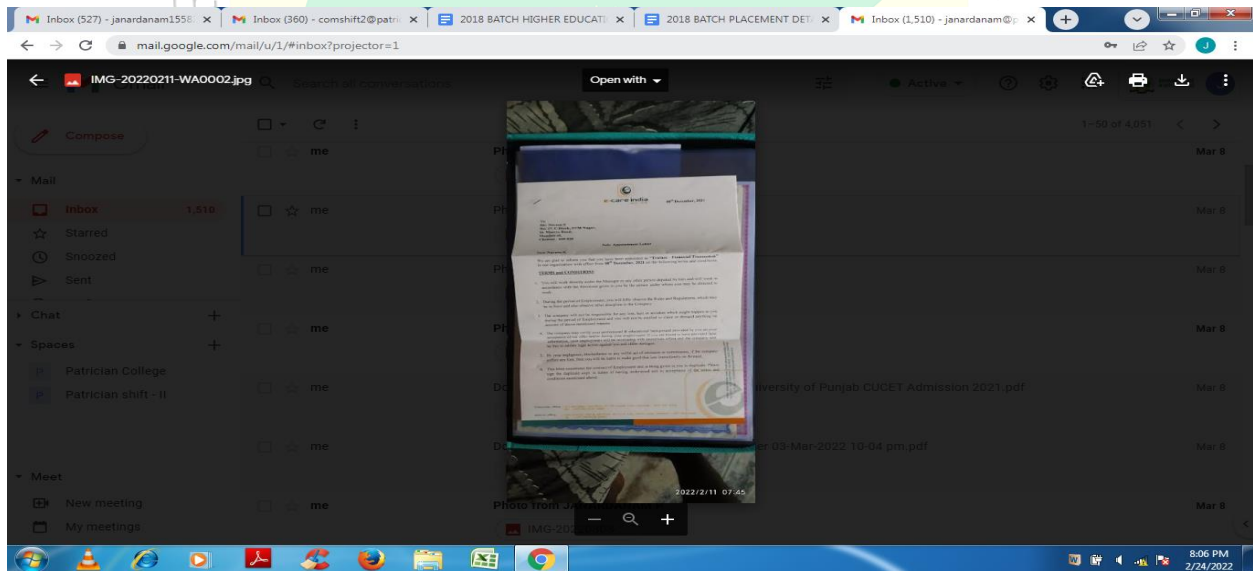
UPS Logistics Private Limited.

7:51 PM 2/24/2022

GODWIN HAROLD K



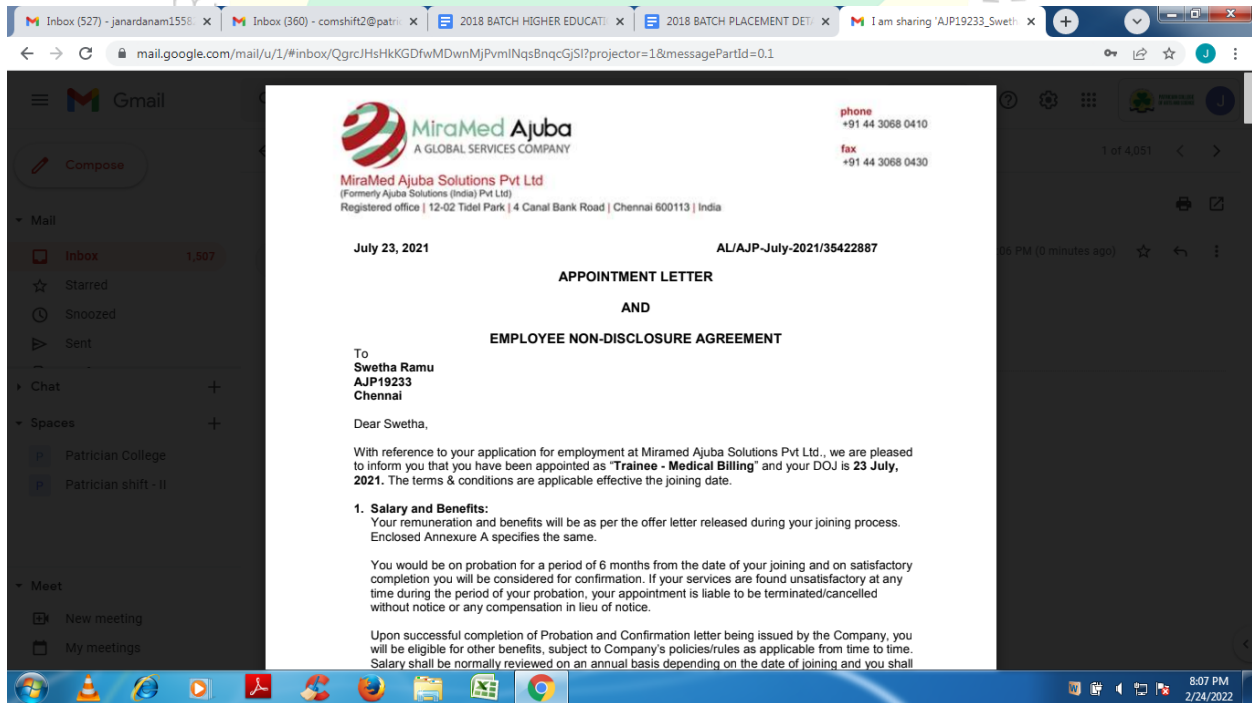
NAVEEN S



RANJITH A



SWETHA R







Rajini Academy Of Competetive Racing

Chennai - 600058,
03-03-2022

To Whomsoever it may concern,

This is to certify that **Mr Tony Joseph K A Son of Mr. Antony K Joseph** is working as **Media coordinator, Social Media Manger and PR organiser** in our company from **2-07-2022** with our entire satisfaction. During his working period we found him a sincere, honest, hardworking, dedicated employee with a professional attitude and very good job knowledge. He is amiable in nature and character is well. We have no objection to allow him in any better position and have no liabilities in our company.

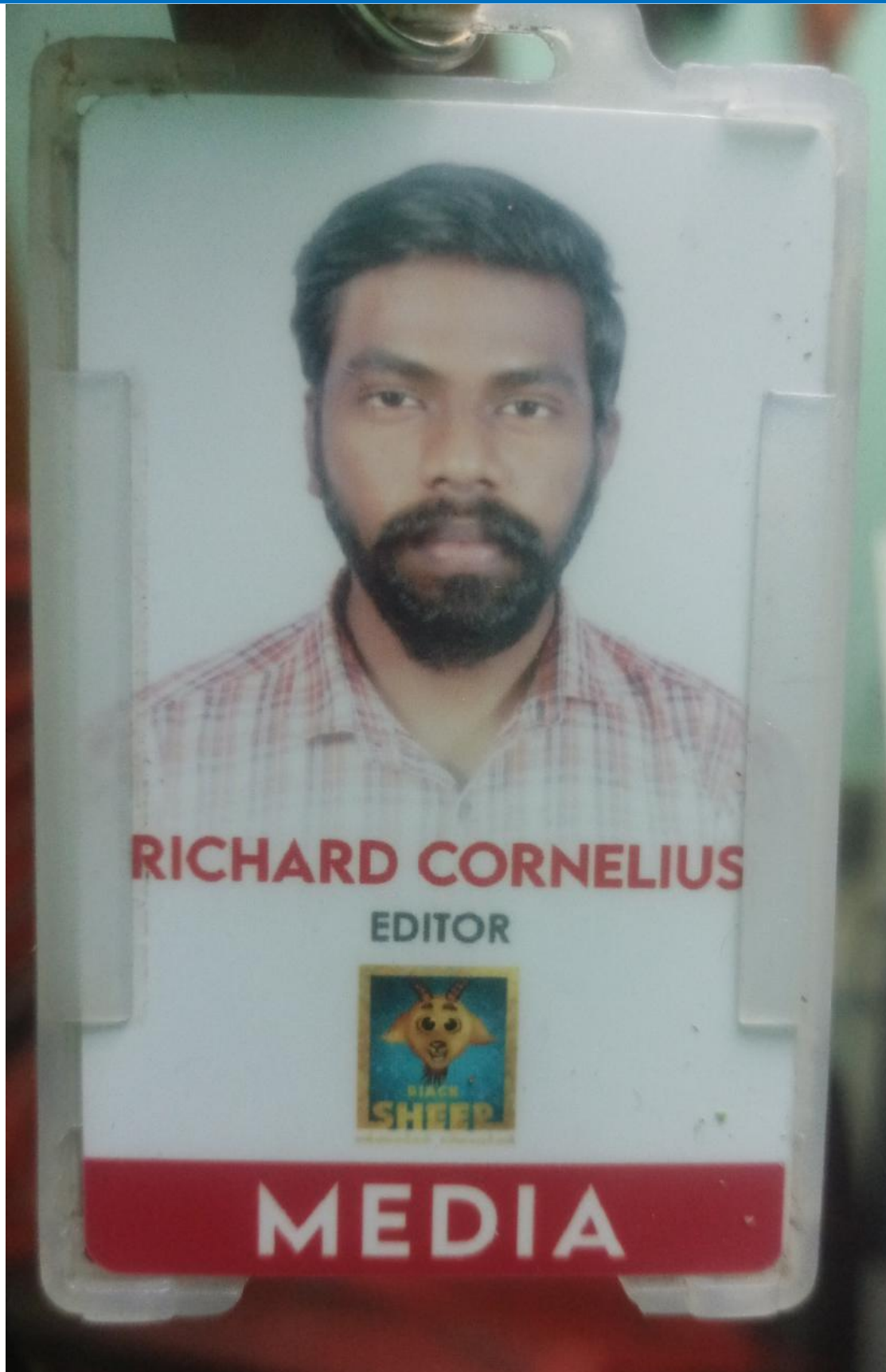
Regards,



Rajini Krishnan K
(Managing Director RACR)

SP 83/2, AMBATTUR INDUSTRIAL ESTATE, CHENNAI, TAMIL NADU 600058

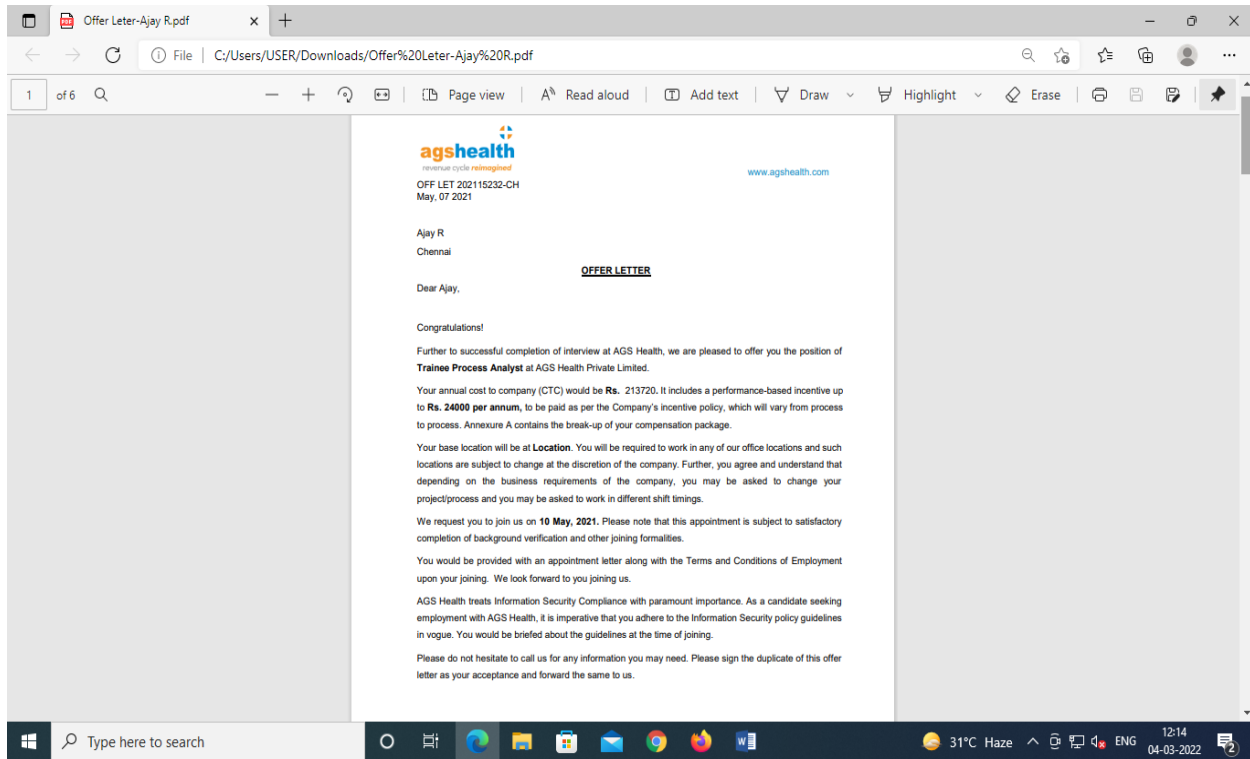




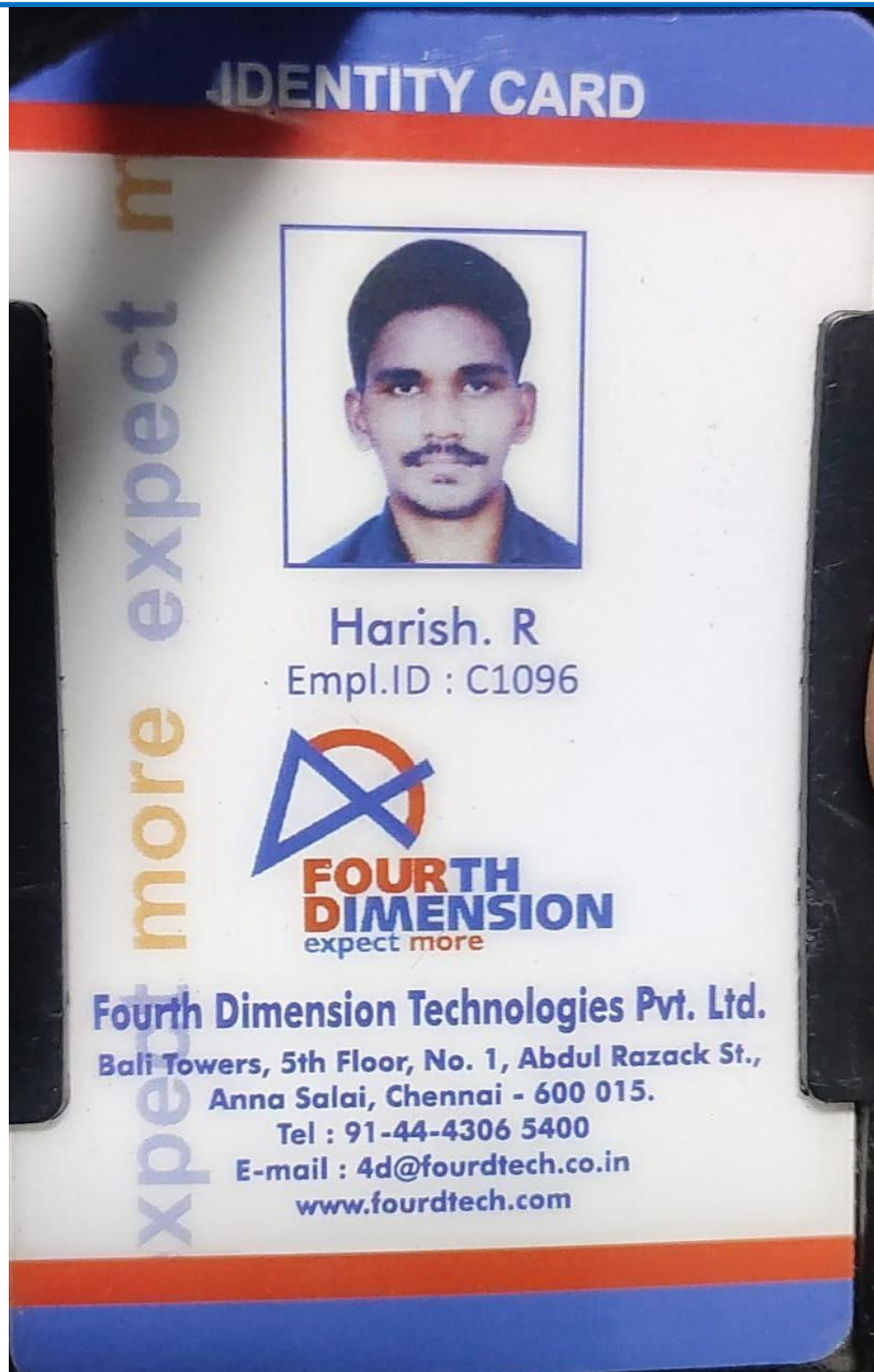




AJAY R



HARISH R



JAI SHANKAR S



Jaishankar S (FE1401617)
Locality: Alwarpet
City: Chennai
4.88 ★

Personal Details

Phone	9092420854
Alternate phone	6369629618
Aadhar No.	
DL No.	TN0620210004119
DL Expiry	2040-10-07
Rating	4.88
Extra Cash	- Rs.556.0
App Version	8.2.5

Bank Details

Bank Name	CITY UNION BANK
Account No.	500101011532579
IFSC Code	CIUB0000279
PAN Card No.	BXYPJ6818F
Max. Security Deposit	0

PREMNATH A

Offer Leter-Ajay R.pdf Citta869929e50820220303163251214100705.pdf

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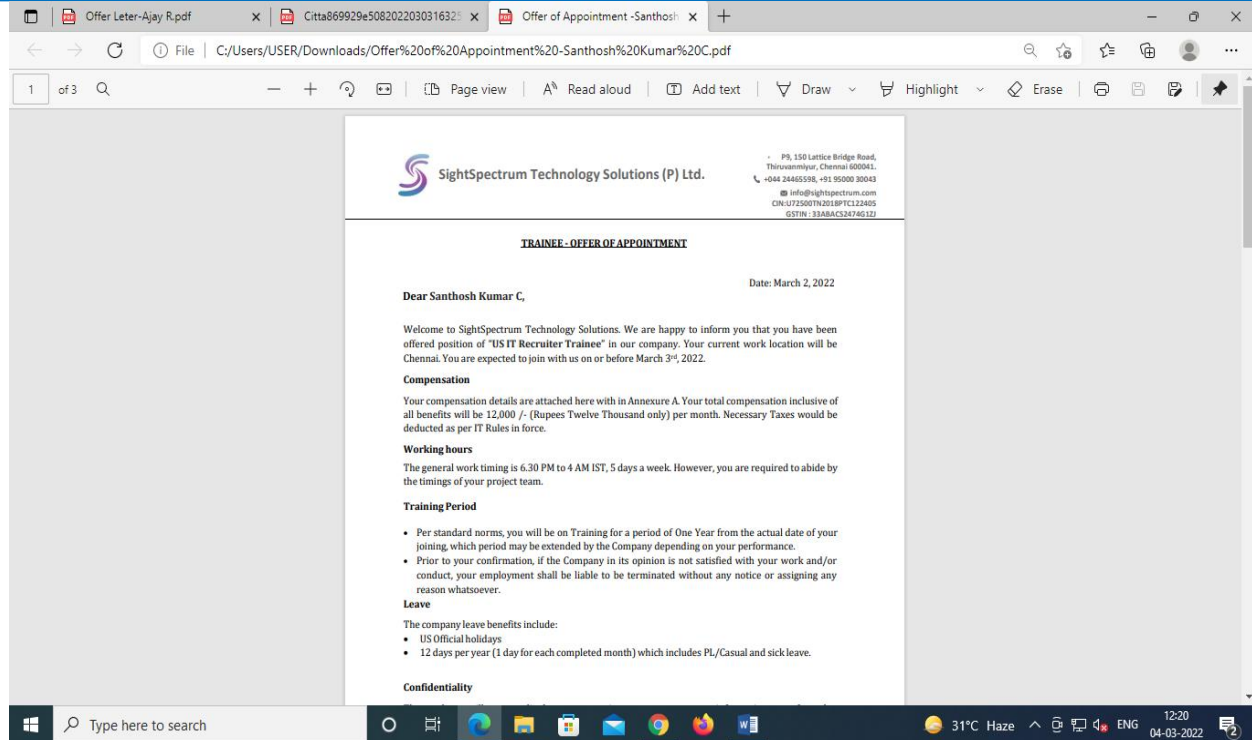
 Citta Plus Consultancy Private Ltd 13/1,MIDDLE STREET,MANNARPURAM, TRICHY, Tamil Nadu-620020 PAYSLIP FOR THE MONTH OF January 2022			
Employee Code :	100705	First Name :	A Premnath
Date of Joining :	16/08/2021	Father Name :	S R Anandan
Department :	Field	Designation :	Recovery Officer
ESI No. :	6382163831	PF Account No. :	
UAN NUMBER :	10148840929	Gender :	Male
MONTHS DAYS :	31.00	PAID DAYS :	31.00
EARNINGS	AMOUNT	DEDUCTIONS	AMOUNT
EARNED BASIC	9500.00	ESI	75.00
Earned Hra	500.00	PF AMOUNT	1140.00
TOTAL GROSS PAY	10000.00	DEDUCTION TOTAL	1215.00
NET PAY :	8785.00		
(Rupees Eight Thousand Seven Hundred and Eighty Five Only)			

Type here to search

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SANTHOSH KUMAR C



Sanjai M



SATHISH L



Kotak Mahindra Bank

20-July-2021

L.SATHISH

Applicant ID : D0CCS253

Tamil Nadu

CONTRACT FOR SPECIAL S576SERVICES

This contract for services to be rendered has been drawn up between Kotak Mahindra Bank Limited & L.SATHISH and sets out the terms and conditions under which Kotak Mahindra Bank Ltd. has offered, and L.SATHISH has agreed to accept and render services at the Company's office or at such other location as Kotak Mahindra Bank Ltd may inform. In the course of performance of your contract, you may be required to oversee the performance of other or others.

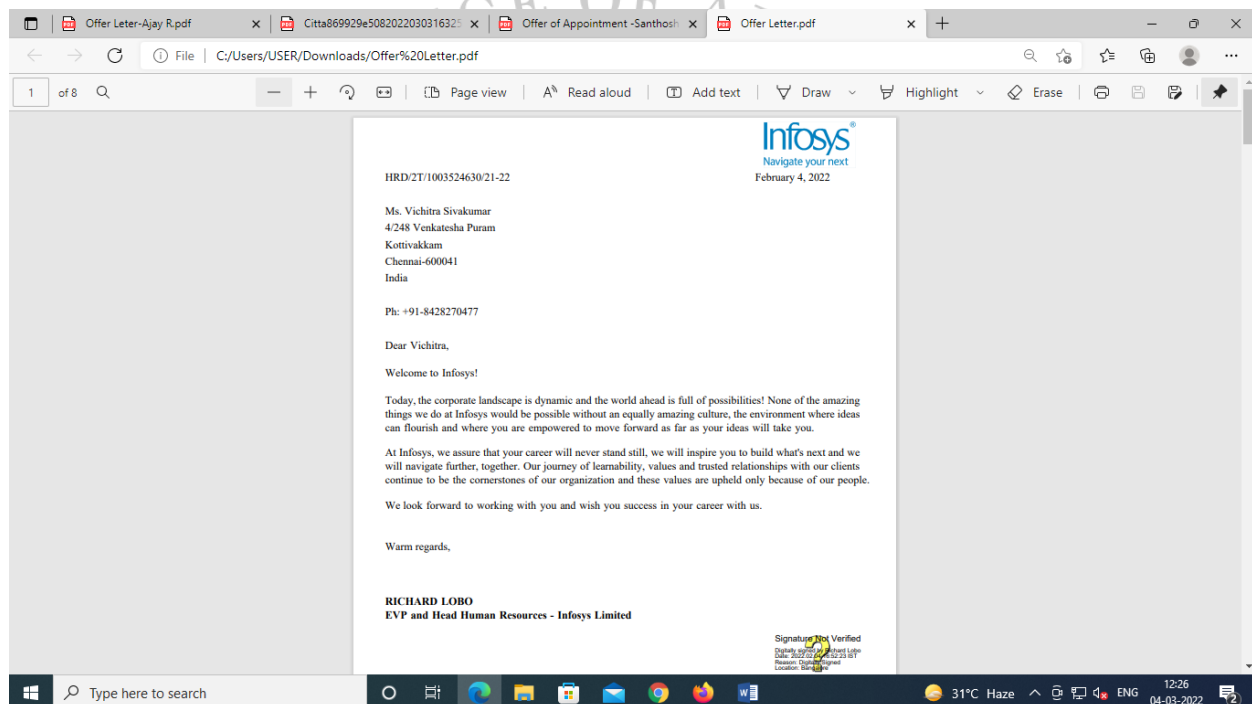
1. This contract shall commence from **22-July-2021**, and shall be for a fixed period of **2 Years** commencing from this date. This contract will terminate on **21-July-2023** unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.
2. The details of your remuneration are enumerated in **Annexure A**, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Bank Ltd. except the annual remuneration payable during the tenure of the Contract.
3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work.
4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.
5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.

Kotak Mahindra Bank Limited
CIN L55110MH1985PLC038137
Kotak Infinity, Building No. 21,
Zone 4, 2nd Floor, Infinity Park
Off Western Express Highway
General A K Marg,
Malad (E), Mumbai - 400097
India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai - 400 051
India.

VICHITRA S



RAGHUL D



VSOLV
ENGINEERING
INDIA PRIVATE LIMITED

CORPORATE OFFICE
No. 195, 1st Main Road, Nehru Nagar,
Kottivakkam - OMR, CHENNAI - 600 096.
Land Phone : +91-44-48611020 / 48621020
Mobile Phone : +91-9941300600 / 9551300500

Date: 13-11-2021

TRAVEL PERMISSION

This is to Certify that Mr. RAGHULD, Residing at NO-27/12, Mavadi Vinayagar Kovil Street, Royapettah, Chennai - 600014. He is the full time Employee of VSOLV ENGINEERING INDIA PRIVATE LIMITED Working as Trainee Since 18-10-2021. Please permit him to Travel through SOUTHERN RAILWAYS EMU TRAIN from LIGHT HOUSE TO VELACHERY and Return from VELACHERY TO LIGHT HOUSE.

Yours Sincerely,
For VSOLV ENGINEERING INDIA PRIVATE LIMITED.,

(Authorised Signatory)





GUARDIAN

REGISTERED OFFICE
No. 14, Teacher Colony, Adyar, CHENNAI 600 020.

E-mail : care@vsolv.
www.guardianstabilisers.

CHANGEPOND

OL/22/066

January 24, 2022

Vishnu K,
4/786 9Th Street Bharathiyan
Nagar Neelankarai Chennai -
600115

Dear Vishnu K,

With reference to our discussions held with you, we are pleased to make you an offer of Employment with Changepond Technologies as "Programmer Analyst Trainee". This offer will become effective from your date of joining with the Company. Your cost to company (CTC) will be Rs 2,90,000/- (Rupees Two Lakhs Ninety Thousand Only) per annum. This offer is subject to your producing the following Original documents with Photocopy (Originals will be returned after Verification) at the time of joining.

1. Date of Birth and Education Certificates
2. One passport size photographs and One Stamp size Photograph
3. Appointment letter, Relieving and Experience Certificates from all previous Employers
4. Two Copies of Passport pages with Personal and Visa details
5. Salary proof of current salary/pay slip indicating the present salary for last 3 months
Copy of Form 16
6. Two Copies of PAN card and Aadhar Card

You are requested to join us on or before 28th January 2022 at Changepond Technologies Pvt Ltd, New No. H-2, SIPCOT IT Park, Sriraseri, Navalur Post, Chennai - 602103, and thereafter the offer stands withdrawn, unless the date is extended by us and communicated to you in writing about the revised date of your joining with the Company. This offer is subject to positive background verification. We look forward to your long association with Changepond.

PLEASE ACKNOWLEDGE THIS LETTER AS A TOKEN OF ACCEPTANCE OF THIS OFFER.

We shall issue a detailed Employment Agreement letter at the time of your joining. Please feel free to contact us if you need to have any other information or clarification.

Thanks & Regards,

Venkatgoun Srinivasan
Vice President - Human Resources

ACCEPTED: Vishnu K

Reliance SMSL Limited

Ref: HR/DEC/21/KL/60302602/1001097336

Date: 29.12.2021

Dinesh K.
State: Tamil Nadu

Offer cum Appointment Letter

Dear Dinesh K,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to appoint you as Customer Service Officer in the employment of the company.

Your employment shall be for a Fixed Term commencing from 05.01.2022 and shall automatically end on 05.01.2023.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as Jr. Associate in Grade K1 and shall perform duties that are assigned to you in connection with the Client's business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of Rs.198000.00 / One Lakh Ninety Eight Thousand Rupees /- per annum as below:

	Rs. per month
Basic	2500
HRA	6600
Conveyance Allowance	0.00
Monthly Gross	16500
Annual Gross	198000

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

The tenure of your employment shall be subject to requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of project with the client. Upon your joining, the terms and conditions in this letter shall form your appointment letter and terms of appointment as mentioned in Annexure I.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Reliance SMSL Limited (Formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lakshminagar Thak Mang, Chhatrapati, Mumbai-400 002, India. Phone: +91 22 67673800





January 16, 2022

HRD/1003357604/21-22

Mr. Devaa K Anand
No.74/31, 12 th West Cross Street, M.K.B Nagar,
Vyasarpadi, Chennai-39
Chennai-600039
India

Ph: +91-9566166759

Dear Devaa K,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **24-Jan-2022**.

Location

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

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

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

Training

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



ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Devaa K Anand			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out at the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainer Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



**Hewlett Packard
Enterprise**

Job Code & Job Title (Internal): 000358 - Sales Processing Associate III
Job Level: Primary
Salary Grade: M06

2.2. Work Place

You are initially appointed to work in our office in Chennai. You may be transferred or required to travel for business/training at the sole discretion of the Company. You will normally be required to work from 8:30 AM – 5:30 PM, Monday through Friday. However, your actual working hours may vary according to the business activities of the Company. You agree to accept such hours of work without additional compensation, in accordance with applicable laws.

Your role is categorized as an Office Worker pursuant to HPE's Global Edge-to-Office program. By accepting this offer, you acknowledge your opportunity to request a copy of HPE's Global Office Work Policy from your recruiter and confirm you have exercised that opportunity to the extent appropriate before accepting the offer. This policy and related resources will also be available to you in your required onboarding activities. Your role's categorization as an Office Worker (rather than Edge Worker) is subject to change by HPE at its sole discretion without prior notice (subject to any notice required under applicable law).

2.3 Probation

You will be on probation for a period of six months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The Company reserves the right to extend the probation for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Transfer

Though you have been engaged for a specific position, your services can be transferred by the Company from one location to another or one department/entity to another. Your services can also be transferred to any of the Company's subsidiary companies, associate companies, partners, affiliates etc. anywhere in India or abroad depending on the exigencies of business.

2.5 Retirement

You will retire from the services of the Company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

2.6 Notice for Separation/ Termination

This offer of appointment is subject to reference and background checks to be conducted by the Company or through designated third parties. If for any reason, the reference or background checks

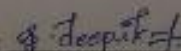
FOR Company



Babesh A.J. Meneses
Senior Director – Human Resources

FOR Employee

Name: DEEPIKA S

Signature: 

Date: 21.02.2023



Letter of Engagement with our Clients/Business Partners

Dear Mr P Arokia Reed Roman

Date 13 Sep 2021

Offer ID: CHE13092021217940

1. Innovsource Services Private Limited (also known as "Innov") is involved in the business of providing services to manage key business processes of our Clients/ Business Partners. Based on your interaction with us, we wish to confirm your registration with us for the purpose of selection to perform any service ("Work Assignment") that may be required by our Clients/ Business Partners ("Customer").
2. It is understood that mere registration with Innov does not guarantee you any Work Assignment and is subject to selection by Innov and/or its Customers. Innov may offer to engage you to perform specific Work Assignments from time to time for any of its Customers at a specified location and you may choose to accept such offer at your discretion.
3. The terms of this letter ("Engagement Letter") shall govern your relationship with Innov now and in the future. Each Work Assignment will be governed by the terms of this letter and the specific Work Assignment Letter. In the event of any inconsistency, the terms of the relevant Work Assignment Letter shall govern.
4. Execution of any Work Assignment Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;
 - I. fully perform the services, in a professional manner, at the Customer's location till the completion of the term of the Work Assignment;
 - II. during the term of the Work Assignment, render services exclusively to the Customer and such performance shall not be inconsistent with any obligation you may have to other third parties;
 - III. not engage in any conduct detrimental to the interests of the Customer or Innov;
 - IV. not receive any payments of any nature directly from the Customer unless agreed to by Innov;
 - V. not, either directly or indirectly, offer yourself for employment with the Customer, its agencies or its affiliates during the period of the Work Assignment without the prior permission of Innov;
 - VI. comply with the safety, health, environment and other rules and regulations of the Customer provided that you have been made aware of the same;
 - VII. report and be present at the Customer's designated location during the working hours mentioned in the applicable Work Assignment Letter;
 - VIII. extend all co-operation to the Customer's employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the applicable Work Assignment Letter so as to effectively undertake the Work Assignment.
5. At the end of each Record Period, as mentioned in the Work Assignment Letter, or at the completion of the Work Assignment, whichever is applicable, you will deliver to the Customer, a Time Sheet (or any other format/ register as required by the Customer) containing the number of hours worked in any given day at the Customer's location and such other details as may be prescribed by Innov and produce the same to Innov upon request.
6. As consideration for the services performed during any Work Assignment, Innov will pay you remuneration, as per the Work Assignment Letter. Innov will be entitled to make deductions as per applicable law or in respect of any amounts due to Innov or the Customer from you. You will be reimbursed any approved expenses subject to your submitting original bills/ declarations as required by Innov and/or the Customer.





17. To create and maintain safe work environment, free from sexual harassment & discrimination for all employees the company has policy for prevention of sexual harassment (posh), you can reach us through email: posh@innov.in for necessary assistance
18. Any dispute between the Individual and Innov shall be referred to a sole arbitrator to be selected from a list of arbitrators nominated by Innov. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act, 1996, at Mumbai, India. This engagement letter shall be governed in all respects by the laws of India.
19. In addition to the terms contained herein, your relationship with Innov may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by Innov.

You can reach us through (1) Call on Toll Free No. 1800-22-4456 (2) Email to ar@innov.in or (3) WhatsApp on 9930346641.

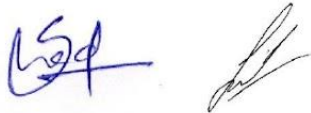
We request you to please sign a duplicate copy of this letter and return the same to us, indicating your acceptance of the terms mentioned herein. By signing this letter you confirm that you have read, fully understood and accepted the terms of this letter.

Yours faithfully,

Acceptance

For Innovsource Services Private Limited

I have received the Work Assignment Letter and agree to the terms and conditions contained thereto



Mr P Arokia Reed Roman

Authorised Signatory Authorised Signatory

(Signature & Date)





Date: - 14/07/2021

M.SOPIYA(89430)
No.89,,
SEMPON NAGAR 2ND STREET,KANDANCHAVADI,
CHENNAI 600096

LETTER OF APPOINTMENT

Dear **M.SOPIYA**,

With reference to our Offer Letter we are pleased to appoint you as “CUSTOMER SERVICE REPRESENTATIVE” at Eureka Outsourcing Solutions Pvt Ltd. with effect from **24/06/2021** We believe that our success is largely dependent on the high performance, sincerity and involvement of our people. We consider our employees as our asset and firmly believe that every single employee has an important role to play for the achievement of organizational goals.

This appointment is subject to the following terms and conditions:

1. You shall be on Probation for **Six months** w.e.f. **24/06/2021** and the said period of probation shall be liable to be extended or dispensed at any time solely at the discretion of the management. Unless expressly confirmed in writing by the Company, your service shall always be deemed to be on Probation basis. However, during the term of Probation, any grant of an increment or performance pay would not mean that the company considers you suitable for being confirmed in the company's service.
2. In consideration of your service, you shall be paid salary as per and the detail annexed hereto in Annexure A. It shall be the sole discretion of the company to restructure the salary at its convenience and such restructuring shall not be challengeable. You will not be entitled to any other remuneration/ benefits/ amenities other than what is stated therein unless specifically authorized by a separate written order of the competent authority.
 - a) Your remaining on un-authorised absence or on leave without pay will not entitle you to the benefits mentioned in Annexure A, proportionately for that period.
 - b) All benefits will be subject to the Income Tax regulations, rules and the provisions of other laws as applicable from time to time.
 - c) Performance Pay (If applicable) will be paid as per performance pay policy after evaluation of your performance on meeting the expected parameter. No performance pay is payable unless you serve the company for a minimum of **six months** and you are in employment with the company in the month of payment. The performance pay will vary from zero to the amount of performance pay mentioned in the C.T.C.
3. Your employment in the Company is on account of the project given to us by the Client. Subject to other terms of your appointment, your employment lasts till the end of the project. During or at the expiry of the project, the Company will have the right to terminate your service with 15 days notice / compensation to this effect. However, you cannot terminate your employment, unless written active advance notice of 15 days during probation period and of 30 days on confirmation, is served on the Company, else you shall be liable to compensate the Company for the short period of notice by way of recovery of your proportionate salary for that period.
4. You will be governed by general rules of conduct, Company's policies, discipline, leave, holidays, hours of work and other issues that may be informed to you from time to time at the sole discretion of the management, and you shall abide by such service conditions which are in force or shall come into force at any time. Further, you shall work according to the orders, directions and instructions of your immediate superior and other officers of the company.





5. Your employment is transferable at the sole discretion of company and you may be transferred to any other department, branch office, any other establishment anywhere in India or abroad or the case may be. It is not necessary to assign any reason for transfer.
6. The company shall be entitled to terminate your services at any time without any notice in the event of dishonesty, misappropriation, misconduct, absence from duty without permission or any other act considered detrimental to the interest of the Company, or on violation of one or more terms of this appointment. You will also be liable for legal action in a court of law including any action or recovery of damage/forfeiting your Salary for breach of the above conditions.
7. If you do not report to work for 2 consecutively days without intimation you will be treated as absconding. The HR department will send a termination email and digitally signed termination letter to your registered E-mail ID and the Full & Final payments will not be processed.
No relieving letter will be issued if you fail to serve the notice period & give a proper handover.
8. Your employment is subject to your medical fitness certified by the company.
9. The documents informing the details mentioned in the joining kit pertaining to statutory obligations should be submitted to HR department within three days but not later than ensuing 25th of the month. Unless you submit these documents your salary will not be processed.
10. You will be eligible to join the Company's Staff Provident Fund as per Company's rules. Under the rules in force at present, you will contribute monthly @ 12% of your salary (Basic) and the Company will contribute a like amount, which will be appropriated partly towards the Employees' Pension Scheme, 1995.
11. If you have been a member of any Provident Fund prior to joining our service, the contribution to the Company's Staff Provident Fund will start from the date of your joining/appointment provided the accumulations standing to your credit in the Provident Fund of your ex-employer are transferable to the Company's Staff Provident Fund for credit to your account.
12. You will be eligible for Gratuity as per the Payment of Gratuity Act, 1972.
13. You shall devote yourself fully to the business of interest of the company and shall not take up any other assignments or work on part time or any other basis without express permission of the company.
14. All information declared by you has considered being true and accurate and in the event of any suppression of facts or falsification of information your services are liable to be terminated without any prior notice.
15. That your address given in the application of employment shall be treated for all correspondences and in the event of any change you are duty bound to furnish such changed address. All communication served upon such address shall be treated as the official address for communication.
16. You shall abide by the privacy and confidentiality of the information shared with you as also of such information that directly or indirectly comes in your possession and shall use your best endeavours to secure the said information. You shall always hold such confidential information in trust for and on behalf of the Company and shall not during the period of employment or thereafter use, disclose or divulge or make public any information pertaining to the Company, its associates and clients or to any other party, which in good faith and good conscience ought to be treated as confidential information including without limitation the technical know-how, trade secrets, accounts, customer or contact lists, transactions or any dealings which may come to your knowledge or is found out by you. You shall not permit any person to examine and/or make copies of any documents which contain or are derived from Confidential Information, whether prepared by you or otherwise coming into your possession or control, without the prior written permission of the Company. Further, you shall automatically be bound by all the confidentiality agreement entered by the Company.

Eureka Outsourcing Solutions Private Limited

5th Floor, High Street Corporate Centre, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 F: +91 22 25302433 E: connect@eosglobe.com W: www.eosglobe.com
CIN NO.: U74140MH2002PTC136070



17. You shall not, during his employment with the Company and thereafter forever in his future assignments, either on its own account or for any other person, firm, company or entity whether directly or indirectly (i) encourage or try to encourage any Clients or suppliers of the Company to withdraw or reduce its business

with the Company or (ii) solicit or try to solicit the business of any Client with a view to supplying that Client with services in competition with the Company or (iii) supply similar services to a Client if there is a maximum risk that this would interfere or attempt to interfere with the relations between the Company and any Client or (iv) Entice away or try to entice away from the Company any employee directly or indirectly employed by the Company. After termination of the Services with the Company, howsoever occurring, the employee shall not for a period of twelve months, solicit the Clients of the Company or join client without competent authority written approval from company or join same/similar process in new company or offer a job to any of the Company employees at the behest of his new / future employers, its Directors, Associates, Group Companies, subsidiary companies in a manner that adversely affects the Company and directly or indirectly benefits the employee and its new employers. Company shall be entitled to sue for all available civil and criminal relief in such an instance, including injunction and damages.

18. In any event upon termination of employment, you shall promptly return/turn over to the Company all documents, papers or other material in your possession or under your control which may contain or be derived from Confidential Information, together with all documents, equipments, assets, notes or other work product which is connected with or derived from your services to the Company.

19. For any breach on this count, your services shall be terminated immediately without notice and further liable to compensate the Company for any loss/damage or cost suffered by it or equivalent to the amount borne by the Company in compensating the loss of its Client. The Company will have rights over all your statutory and non-statutory dues at the time of termination to the extent you do not honor the rightful claim of the Company or the Clients of the Company. In addition of the money damages, Company or, where appropriate a client of the Company, may seek and obtain injunctive relief against the breach or threatened breach of the foregoing undertakings, in addition to any other legal remedies which may be available.

20. It is hereby agreed that, during the period of your service with the Company, if you conceive / achieves any invention, process improvement, operational improvement or other processes/ methods, likely to result in more efficient operation of any of the activities of the Company, or any other work having an intellectual proprietary rights in it, the Company shall without any extra consideration to you, always be entitled to use, utilise and exploit such improvement and you hereby forever relinquish and assign all your rights to the Company including for the purpose of seeking any patent rights in respect thereof or for any other purpose in any part of the universe. You hereby also agree to sign any document for above purpose and such binding will continue even after your separation as long as the document relates to work during the period of your employment.

21. You shall be governed under all statutory provision as applicable to you / establishment.

We welcome you to the organization and look forward to your enriching our human resource and through your dedicated performance, making the company/ group more strong and competitive. In reception, we assure you of a long, challenging, happy and rewarding career.

Yours faithfully,

For Eureka Outsourcing Solutions Private Limited



Authorised Signatory

NOTE: This is digitally signed document and does not require a physical signature. If no query is raised within 7 working days from the date of receipt of this document, then the same shall be deemed to be accepted by you.

Eureka Outsourcing Solutions Private Limited
5th Floor, High Street Corporate Centre, Kapurbavadi Junction, Majiwada Thane (W) - 400607
T: +91 22 25302400 F: +91 22 25302433 E: connect@eosglobe.com W: www.eosglobe.com
CIN NO.: U74140MH2002PTC136070



Office Address :

Bizdata Technologies Pvt. Ltd.
Old No.480, New No.670,
Ground Floor, Khivraj Complex,
Anna Salai, Nandanam,
Chennai - 600 035, Tamil Nadu, India.

Tel:

(044) 42305976
www.bizdatacorp.com
CIN : U72200TN2004PTC053600
(An ISO 9001 : 2015 Certified Company)
(An ISO 27001:2013 Certified Company)
E-mail : accounts@bizdatacorp.com

BDT/HR/AL/089
February 03rd, 2022

Mr.Vigneshwaran M,
No. 2/25,European Lane,
St.thomas Mount
Kancheepuram-600016,
Tamil Nadu

Dear Vigneshwaran,

Sub: Appointment Letter - Bizdata Technologies Pvt Ltd

With reference to your application and the subsequent interview you had with us, we are very pleased to appoint you as an employee of **Bizdata Technologies Pvt Ltd** (or such other successor name that the company is known by) (the "**Company**") in the position of **Trainee**, in accordance with the following terms and conditions. You will be reporting to such officers or executives of the Company as specified by the Company Management ("**Management**"), from time to time. The terms of our appointment and the benefits currently provided by the Company, in addition to those provided in the **Bizdata Technologies Pvt Ltd** Company Policies, which may be amended from time to time at the sole discretion of the Management ("**Company Policies**"), a copy of which is available for your perusal at our premises, are outlined hereunder.

At the time of reporting to duty you shall provide the Company, all the copy of the documents listed in the offer letter dated **February 03rd, 2022** and Ref No. **BDT/HR/OL/092**.

1. Our Value, System and Culture:

As communicated to you during our discussions, we value competence, performance, discipline, and integrity above everything else and that constitutes the foundation of this contract. We believe strongly in delivering highest quality to our customers, dealing fairly with mutual respect and on strict merit with our employees. We work in an atmosphere of trust & transparency and go beyond our area of responsibility. You are accountable first to yourself and then to your superiors.

2. Duties

You shall serve the Company in the capacity of an **Trainee** and shall carry out such duties as the Management may from time to time direct.

You will devote your full time, skill and attention to the work and business of the Company, and shall work faithfully, sincerely, diligently, efficiently and to the best of your ability to promote, continue and develop the interests of the Company.



Compensation Structure		
Name	:Vigneshwaran M	
Designation	:Trainee	
	Monthly(Rs)	Annual (Rs)
A Salary - Components		
Basic Salary	8,400.00	100,800.00
HRA	4,200.00	50,400.00
Special Allowance	1,400.00	16,800.00
Sub Total A	14,000.00	168,000.00
B Retirals		
EPF - Employer's Contribution	1,176.00	14,112.00
ESI - Employer's Contribution	455.00	5,460.00
Sub Total B	1,631.00	19,572.00
Deductions		
EPF - Employee Contribution	1,176.00	
ESI - Employee Contribution	105.00	
Net Take Home without TDS	12,719.00	
C Variable Pay		
Shift Allowance*	1,000.00	12,000.00
Food Allowance*	700.00	8,400.00
Sub Total C	1,700.00	20,400.00
Cost to Company (A+B+C)	17,331.00	207,972.00

- Employee will be eligible for food and shift allowances as per the Company policy.
- Employee will be eligible for Bonus as per the company policy.
- Coverage of Insurance will also be applicable as per company policy
- The above compensation is subject to complying with the requirements of company policy and law applicable from time to time.
- Company reserves the right to modify/amend the structure in part or full without any notice or assigning any reasons.
- Tax deductions applicable according to the state acts

For BIZDATA TECHNOLOGIES PVT LTD



Senthil Kumar
Manager-Human Resources

**accesshealthcare**TM

Date: 17 Jan 2022

Employee ID: M0137066

Mr./Ms. Harish Vishwa S

Assistant Client Partner - AR

Appointment Letter

Dear Harish Vishwa S,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to appoint you as **Assistant Client Partner - AR** with Access Healthcare Services Private Limited.

We appreciate your entrepreneurial instincts and welcome your decision to join this organization. We are sure that not only will you contribute in your field of expertise but also help build this organization to be a Global Player. In doing so, together we will preserve the Core Values that we stand for.

You are requested to contact **HR Team** at the following address to take on your assignment on **17 Jan 2022**

**Access Healthcare Private Limited (HQ), A9, First Main Road
Ambattur Industrial Estate, Chennai - 600 058. Tamil Nadu, India.**

In case you need any further clarification / assistance, please get in touch with the under signed.

Please sign and return a copy of this letter to the undersigned at the earliest.

Looking forward to your joining our "Winning Team".

With best wishes,

Yours sincerely,

**I accept this appointment and the Terms and
Conditions attached.**

Samuel S
Director - HR

.....
Signature of the Candidate

Name : Harish Vishwa S
Employee ID : M0137066

Access Healthcare Services Pvt. Ltd
CIN:U74220TN2011PTCO78925
Registered Office: Kochar Technology Park, SP-31A,
3rd Floor, Ambattur Industrial Estate,
Chennai - 600058. Tamil Nadu, INDIA.
Phone: +91 44 43108980/81/82,
Website: www.accesshealthcare.com

Head Quarters
A9, First Main Road, Ambattur Industrial
Estate, Ambattur, Chennai - 600 058.
Tamil Nadu, INDIA.
Phone: +91 44 42176066.



**accesshealthcare™****Annexure I**

SALARY COMPONENTS	Amount	
	Rs. PM	Rs. PA
Basic	9925.00	119100.00
House Rent Allowance	4040.00	48480.00
Conveyance Allowance	1600.00	19200.00
DA	0.00	0.00
SDA	0.00	0.00
Statutory Bonus	1985.00	23820.00
Special Allowance	2192.00	26304.00
Gross (A)	19742.00	236904.00

Benefits

Provident Fund	1646.00	19752.00
ESI	642.00	7704.00
Medical Reimbursement	0.00	0.00
Retention Incentive	827.00	9924.00
Gratuity	476.00	5712.00
Total (B)	3591.00	43092.00
Cost To Company (A+B)	23333.33	280000.00

Insurance Benefits:

a) **Floating Medical Insurance:** Access Healthcare provides a floating medical insurance coverage for expenses related to hospitalization for your and a maximum of three dependents

Default Coverage limit: Rs.100,000/- per annum

b) **Personal Accident Insurance:** This provides you with round the clock financial protection in case of an accident anywhere in India. **Coverage limit: Rs.100,000/-**

Retirement Benefits:**a) Gratuity:**

This is an ex-gratia payment paid as gratitude for your continuous service, as per Payment of Gratuity Act, 1972 and is governed by the guidelines laid out by Access Healthcare.

b) Provident Fund:

Effective September 1st, 2014 - Provident Fund (PF) scheme has been amended to increase the threshold of the wages for being eligible to benefits under the Provident fund Scheme to INR 15,000/-. If your basic salary is above INR 15,000 PF contribution shall be at INR 1800 per month and if your basic salary is less than INR 15,000/- then PF shall be arrived at 12% of your gross salary (excluding HRA). Employer and Employee part of the contribution forms part of your salary structure and is payable as per Employees Provident Fund Act, 1952.

M0137066

Confidential

Access Healthcare Services Pvt. Ltd
CIN:U74220TN2011PTCO78925
Registered Office: Kochar Technology Park, SP-31A,
3rd Floor, Ambattur Industrial Estate,
Chennai - 600058. Tamil Nadu, INDIA.
Phone: +91 44 43108980/81/82,
Website: www.accesshealthcare.com

Head Quarters
A9, First Main Road, Ambattur Industrial
Estate, Ambattur, Chennai - 600 058.
Tamil Nadu, INDIA.
Phone: +91 44 42176066.

SINDHU K



SUSHMITHA SINIVASSIN G M





RR Donnelley India Outsourcing Pvt. Ltd.
Reg Off: 43 A 1st Main Road, R A Puram,
Chennai - 600 028, India
Telephone: + 91 44 42241000
Corporate Identity No.: U30006TN1995PTC053395

February 23, 2022

Susmitha Srivassan
ID No. 29588

Dear Susmitha Srivassan,

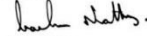
Congratulations on your confirmation with RR Donnelley!

We are delighted to inform you that after careful review, the management has found your performance to meet the rigorous expectations that the position you are now fulfilling demands. On that basis, we are pleased to extend you the offer of confirmation with effect from February 23, 2022. All other terms and conditions of employment in the appointment letter remain the same.

By accepting this confirmation letter, you are reaffirming your commitment to all other details spelt out in the appointment letter, including absolute confidentiality on our products, the company and all client information.

While you will continue to be periodically assessed, we look forward to your long-term support and contribution to the organization.

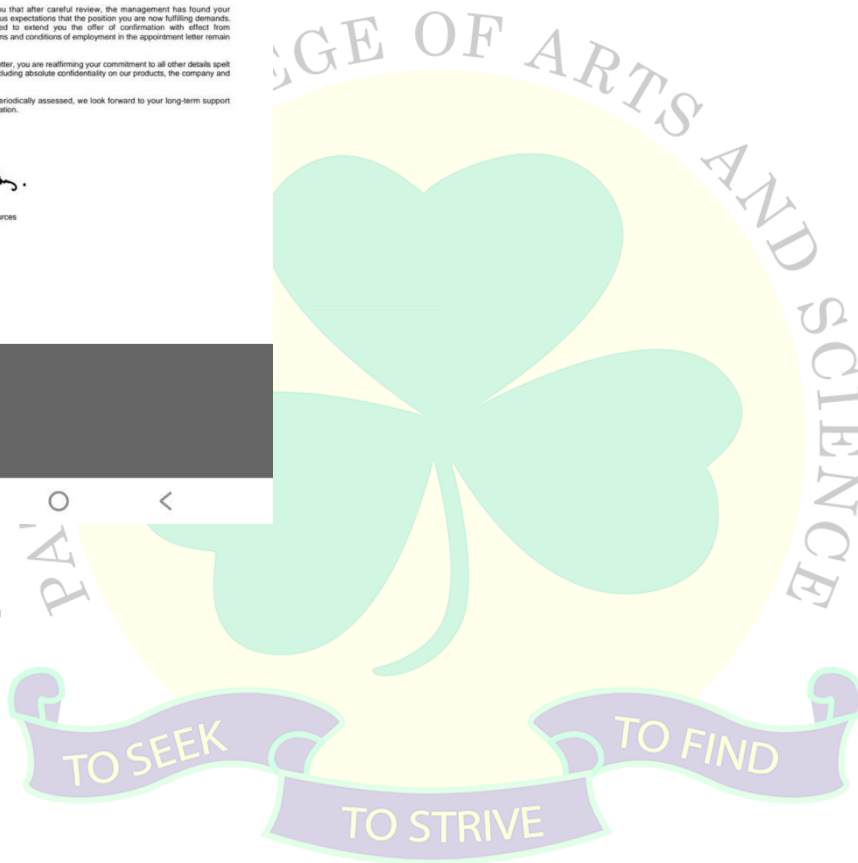
Sincerely,



Gautam Nathani
Senior Manager - Human Resources



SUBITHA G





NAAC – AQAR

5.2 STUDENT PROGRESSION

5. 2. 1 PLACEMENTS
2020-2021

MiraMed Ajuba
A GLOBAL SERVICES COMPANY
MiraMed Ajuba Solutions Pvt Ltd
(Formerly Neta Solutions India Pvt Ltd)
Registered office: 112-02, Tied Park, 4 Canal Bank Road | Chennai 600113 | India

phone
+91 44 3088 0410
fax
+91 44 3088 0430

October 28, 2021 AL/AJP-October-2021/05424061

**APPOINTMENT LETTER
AND
EMPLOYEE NON-DISCLOSURE AGREEMENT**

To:
Subhashree Gopi
AJP20247
Chennai

Dear Subhashree,

With reference to your application for employment at MiraMed Ajuba Solutions Pvt Ltd., we are pleased to inform you that you have been appointed as **Trainee - Medical Billing** and your DOJ is **28 October, 2021**. The terms & conditions are applicable effective the joining date.

1. Salary and Benefits:
Your remuneration and benefits will be as per the offer letter released during your joining process. Enclosed Annexure A specifies the same.

You would be on probation for a period of 6 months from the date of your joining and on satisfactory completion you will be considered for confirmation. If your services are found unsatisfactory at any time during the period of your probation, your appointment is liable to be terminated/terminated without notice or any compensation in lieu of notice.

Upon successful completion of Probation and Confirmation letter being issued by the Company, you will be eligible for other benefits, subject to Company's policies/rates as applicable from time to time. Salary shall be normally reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, depending upon your performance during the year. It is the Company's policy to review the salary payable to its employees for successive financial years depending upon the overall performance of the Company and also the performance of the employee and the department/project in which the employee is based.

The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.

2. Offer validity:
This offer of appointment is based on the information furnished in your application for employment. At any time, in future if it comes to Company's notice that any of this information is incorrect or that any relevant information has been withheld or mis-represented, then the Company reserves the right to terminate your employment immediately without any notice.

For our records, during the joining process we need copies of your original certificates relating to your permanent address, proof of birth date, education, employment, and proof of the last drawn compensation from your current/previous employer, PAN card, and 4 passport size photographs and any other document or additional proof that may be specified by the Company.

Noted & Accepted (employee signature) _____
Private & Confidential Page 1 of 8

HR/WS/06/08/09 Rev 1
ISO 9001:2008 ISO 27001:2013 ISO 9001:2015
www.mirameditia.com

SUBHASHREE .E



**Branch Office:**

Golden mys business centre, 9th no. 29 A, New no 53 A,
Lake view road, West Maramburam, Chennai - 600 053.



Date: 26-Jul-2021

To,

Subhshree Elumalai,

Appointment Letter

Tamil Nadu.

Dear Subhshree,

With reference to your application and the subsequent interview you had with us, we have pleasure in appointing you as "Associate C# effective from 19-Jul-2021 till 18-Jan-2022" the company however, reserves the right to change your designation and duties at any time at its discretion.

The appointment shall be subject to following terms and conditions: --

- a) Your Salary Structure shall be as per Annexure (A).

You will be placed at our client "Sutherland Global Services". Your employment is Co-Terminus to our contract with "Sutherland Global Services - Block A1, Shriram the Gateway, No16, G S T Road, Porungalathur, Chennai - 600 053, India." The detailed job description shall be provided to you at the time of joining.

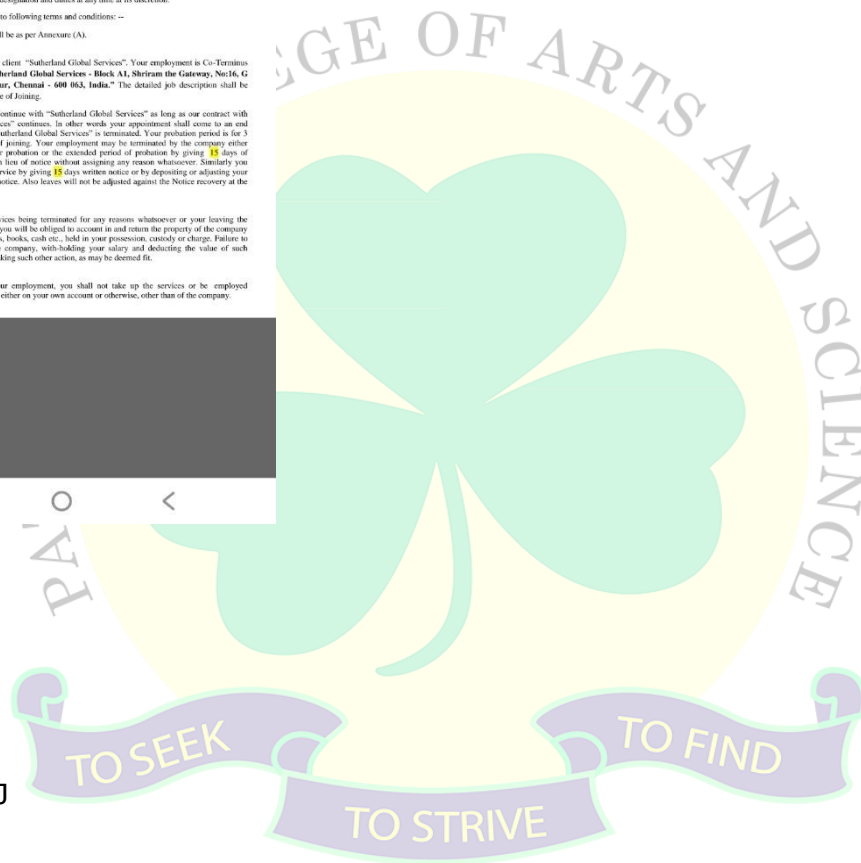
- b) Your employment shall continue with "Sutherland Global Services" as long as our contract with "Sutherland Global Services" continues. In other words your appointment shall come to an end once our contract with "Sutherland Global Services" is terminated. Your probation period is for 3 months from your date of joining. Your employment may be terminated by the company either during the period of your probation or the extended period of probation by giving 15 days of written notice or salary in lieu of notice without assigning any reason whatsoever. Similarly you may also terminate the service by giving 15 days written notice or by depositing or adjusting your 15 days salary in lieu of notice. Also leaves will not be adjusted against the Notice recovery at the time of separation.

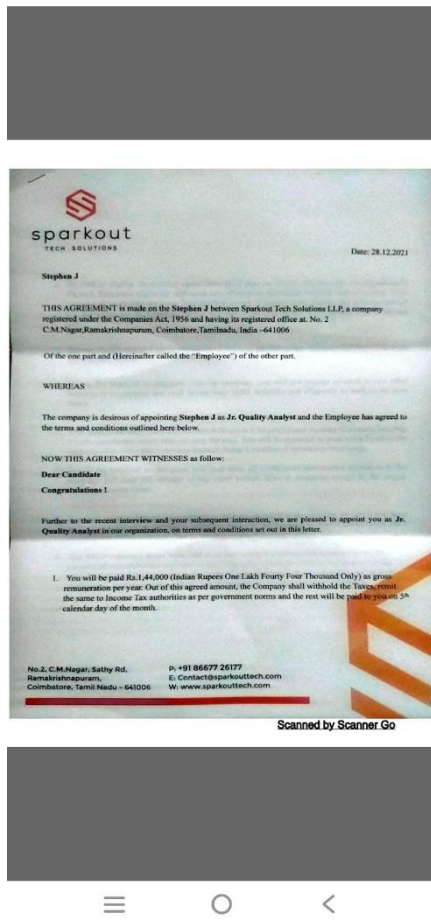
- c) In the event of your services being terminated for any reasons whatsoever or your leaving the services of the company, you will be obliged to account in and return the property of the company such as, instruments, tools, books, cash etc., held in your possession, custody or charge. Failure to do this will result in the company, withholding your salary and deducting the value of such property there from and taking such other action, as may be deemed fit.

- d) During the period of your employment, you shall not take up the services or be employed elsewhere or do any work either on your own account or otherwise, other than of the company.

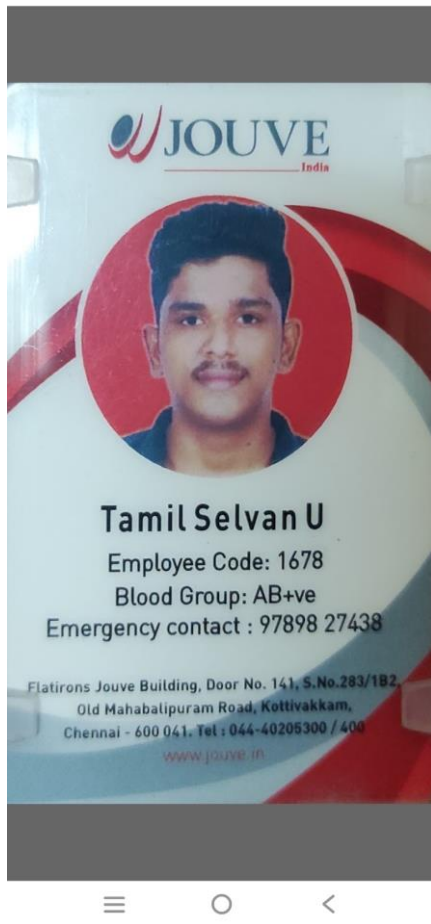


STEPHEN J





TAMILSELVAN U



VISWA PRIYDHARSHINI M J



Date : 25-Oct-2021

Name : M JYESHNA/RETHADARSHINI
Address : NO.28/L, 157 STREET, NG GADEN, RA PURAM, CHENNAI-600028
Employee Code : A5531770

Dear Sir / Madam,

We are pleased to appoint you in our organization as: **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RETAIL ASSETS CONSUMER LOAN PERSONAL LOAN BRANCH SALES** department on the following terms and conditions:

1. Commencement / Term:
You are required to join our organization on or before **27-Oct-21**. Your place of work shall presently be at **CHENNAI MAIN BRANCH**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

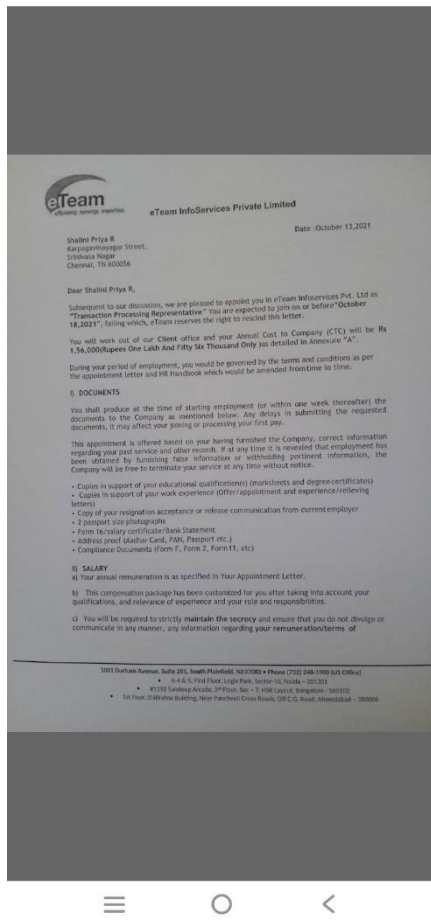
The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :
Your remuneration would be set as follows :

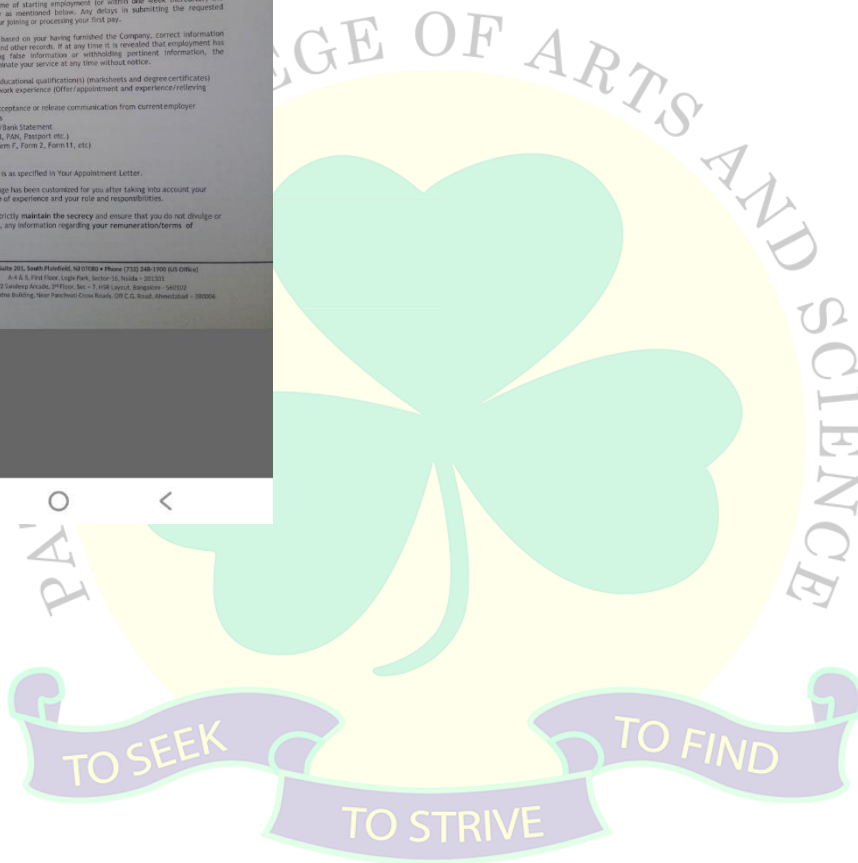
Compensation	Monthly (Rs)	Annual (Rs)
Basic	4800	57600
HRA	2400	28800
Bonus	1750	21000
Special Allowance	1212	14544
Mobile Allowance	500	6000
Employer Provident Fund	995	11940
Employer ESIC	347	4164
Gratuity	231	2772
CTC	12231	146772

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.

SHALINI PRIYA R



SWETHA R





HCL TECHNOLOGIES LTD.
Division: Business Services
8-34/1, Sector 28, Noida 201 301, UP, India
Tel: +91 120 4344232; Fax: +91 120 2598882
Registered Office: 305, Saltlake, 86, Salt Lake, New Delhi- 110031, India
CN-1741403, 129131, 12946369
www.hcl.com
www.hcl.com

Date: November 1, 2021

Private and Confidential

SWETHA R

No.3/2, 2nd street, rajaji nagar, thiruvanniyur,
Chennai,
Tamil Nadu,
India - 689841

Dear SWETHA,

With reference to your application and subsequent interview, we are pleased to make you an offer – current – appointment with **HCL Technologies Ltd., - BUSINESS SERVICES ("BSERV" or "HCL" or "Company") as Associate-Insurance**. You are required to report on November 1, 2021 at 09:00 a.m., at the address: **HCL Technologies Ltd., - BUSINESS SERVICES, Chennai-SEZ, ETA 3.**

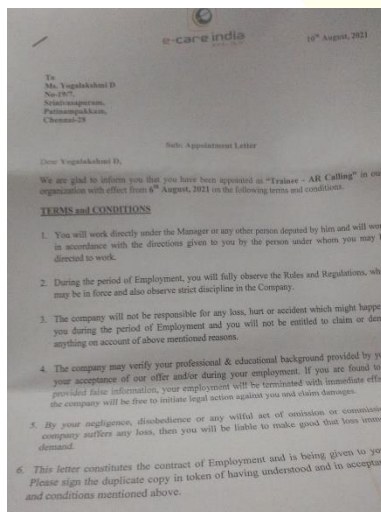
- Your annual compensation would be **Rs. 180000 Per annum**. A detailed structure of your compensation will be shared on your joining. Explanation of compensation structure and employee benefits have been detailed out in **Annexure B**.
- Please note that this offer is valid till **7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.
- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client**, and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law.

Signature of the employee

HCL



YOGALAKSHMI D



SHALOM MERCY P



REVATHI E





TNQ

16-08-2021

Mr/Ms. Kavathi E.

No. 43/22, Arangan Street, Marudam Market, Chennai - 600038, Tamil Nadu, India

Dear Sir/Ms,

Thank you for joining us on our journey of excellence in the publishing and technology space – we value your skills and look forward to your contribution to our mutual success.

With reference to our offer letter dated 13-08-2021, we are now pleased to appoint you as "Trainee - Lateral". Below are some terms and conditions you will need to be familiar with as an employee of TNQ.

1. You will be on training for a period of six months from the date of joining with, on the expiry of which your probation may be extended at the discretion of the management, by a written order. In case you are not able to meet the company's expectations and criteria during training, your services may be terminated immediately without any notice and without assigning any reason. Successful completion of the training period does not entitle you to an appointment in the company.

2. On successful completion of your training period, subject to your performance and need, the management may offer you a six-month probationary employment which could be extended to a maximum of 6 months.

3. Your Cash-In-Company (CIC) will be Rs. 1,85,600 (Rupees One Lakh Sixty Six Thousand Six Hundred and Eight only), on per the break-up provided in offer letter. Please keep the details of the contract between you and the company strictly confidential, and do not divulge or discuss the same with any other person except with your reporting heads on the HR Department. Discussion of salary or terms of employment without discussion may be cause for disciplinary action.

4. All statutory deductions such as PF, ES, Professional Tax, etc. will be deducted from your salary.

5. The Company is obligated to compute Income Tax on salary and any other payments made, and deduct tax at source. Please note that the responsibility to make appropriate investments for any tax exemptions under IT rules, declare them, and submit proof for the same to HR after the stipulated time frame rests with you. Also, please note that all income payments and bonus declared will also be added for tax calculations. You are advised to study and understand relevant Income Tax Rules on your own, since this is outside the scope of the company's responsibility.

6. You will be governed by the terms of appointment and other rules and regulations of the company that are in force from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions. These are not out in the Policy manual available with HR and are on continual update. They will also be governed by the standing orders of the organization. TNQ also serves international clients, and any additional obligations due to such customer contracts will be communicated to you, and will be applicable to you.

7. You will not engage yourself directly or indirectly with any other person, firm or company in any capacity during your employment with us, unless with express and written approval from the management. You are expected to devote to the company any conflict of interest; this could include non-competition working in the company or with competitor firms, or any other interests.

8. Your services are liable to be transferred at any time to any other branch or department / section forming part of the company or to any of our group or subsidiary companies as may from time to time be deemed necessary. By refusing to accept such a transfer, you are liable to be ineligible for continued employment in the present role.

TNQ Technologies Private Limited (Formerly known as TNQ Software Private Limited)
4/600, Phase II, Dr. Vilasam Sanathkumar Indiranagar (VSI) Estate, Kottivakkam, Thiruvananthapuram, Chennai 600 041, INDIA
P +91 44 4556 4000 P +91 44 4556 4099 E info@tnq.co.in W www.tnq.co.in
CIN: U72907TN2004PL0077050

Jenifer vinitha J


Offer Letter

Date: Jan 06, 2022
Offer No : QJ243943H

JENIFER VINITHA J
6/13 MADURAI VISAL STREET SEVENWELLS CHENNAI-600017
CHENNAI
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear JENIFER VINITHA J

We are pleased to offer you employment as QJESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment are exclusively with QJESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JAN 07, 2022 be deputed by QJESS, to work at client's office / premises at any of their locations.

During the course of your contract, you may be transferred to a location within the territory of India as and required by QJESS for rendering the services under this contract.

TENURE:

The term of your Contract shall be valid from JAN 07, 2022 to DEC 07, 2022.

COUNTERMENSUAL:

Notwithstanding the Term of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be co-terminous with the project / work.

LOCATION:



Rec'd / Computer
Page 1
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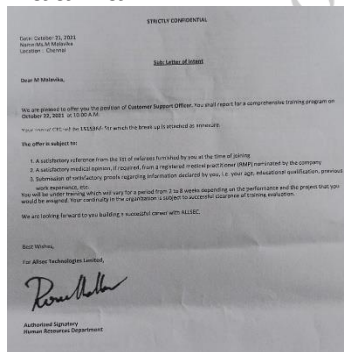
QJESS Corp Limited (Formerly HVA Human Capital Solutions)
3/52, Bharathi Cam, Rajapur Road, Bangalore - 560013, Karnataka, India
http://www.qjess.com | Toll Free No: 180 07 1511

TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the letter in your internet phone and scan.

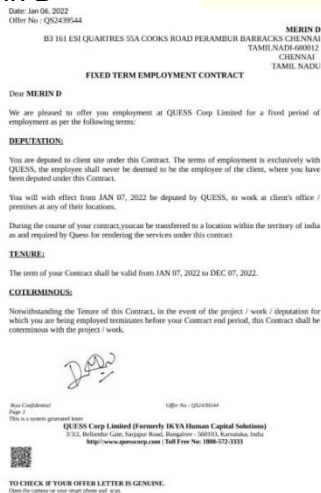
Kaushik



Malavika M



Merin D



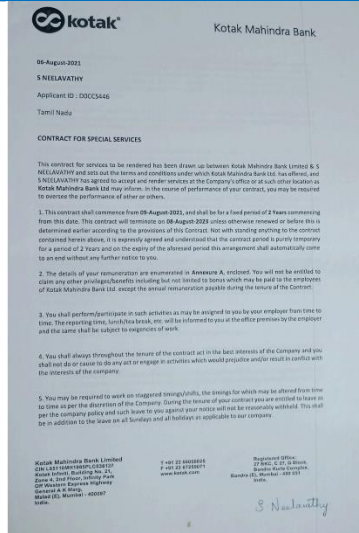
Neelavathy S



NAAC – AQAR

5.2 STUDENT PROGRESSION

5. 2. 1 PLACEMENTS
2020-2021



Nivedha S

NTT DATA Information Processing Services Private Limited
Pochi, 10, 10th Floor,
Bangalore - 560008, India
Tel: +91 80 2842 8888

NTT DATA
Services

October 13, 2021

Nivedha Sivakumar,
Chennai.

LETTER OF APPOINTMENT

Dear Nivedha,

Congratulations! We have pleasure in making an offer to you for the post of **Customer care Senior Representative - Chennai**. We expect you to join the company on or before October 26, 2021. You will be a part of the NTT DATA Information Processing Services Private Limited, ("NTT DATA") legal entity.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential. You can look forward to the same when you join us! The other terms & conditions of your service are attached in the annexure.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and inspiring to realize your potential.

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over to the relevant authority on the day of joining.

Regards,
Sathish Kumar S

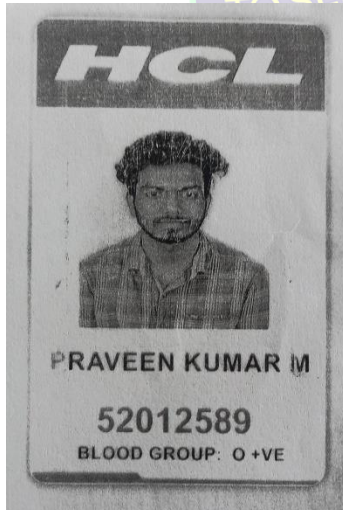
CHN 1705984201/NTT0307091/Phone: +91 80 2842 8888 | www.nttdataservices.com

Regional Office: NTT DATA Information Processing Services Private Limited
Plot No. 10, 10th Floor Phase 3, Vittalbalasur Industrial Area, Bangalore, Karnataka, India, 560008

Page 1

0000018001_01

Praveen Kumar M



Dhaarani E



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSLDT20217762556/Chennai/BPS/0TH
Date:31/01/2022

Dear Ms. Dhaarani E,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.

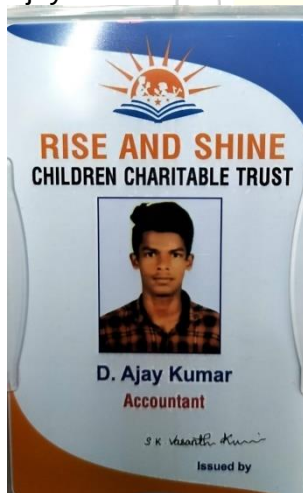
Private and Confidential

TCSLDT2017762556

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
4th Floor 8th Phase, Sparrow Plaza 7/5, Anna Salai, Chennai - 600 002, India
Ph: +91 44 66464771 Fax: +91 44 66464772 Email: corporate@tcs.com Website: <http://www.tcs.com>
Registered Office 30th Floor, Nirmal Building, Narayan Pet, Mumbai 400 021
Corporate Identification No. (CIN): L22100MH1999PLC000121

Ajay Kumar D



Ajitha Mary J

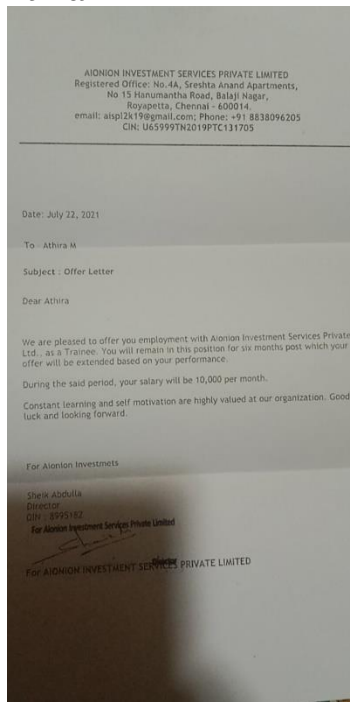


AKASH A





Athira M



Babu Ganesh P



Deepak Kumar G

CONFIDENTIAL

Deepak Kumar G
Chennai
India

OFFER LETTER

Date: 19 January 2022

Dear Deepak Kumar G,

We have pleasure in offering you a position as "Officer - Process" in our Ates Group Company at "Chennai", with effect from your date of joining. Please note that if you do not join on or before February 03, 2022, this offer will be treated as withdrawn.

- You will receive a Basic Salary (Basic + Basket of Allowances (BOA)) Rs. 11,000 (Eleven Thousand) per month. Breakup has been detailed out later in the offer letter.
- Ates reserves rights to continue the employment only whereby you will require to join. This offer is subject to your joining in any Ates Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E-Mail/Letter) by your Manager/Company.
- Your services are transferable to any department, unit or location in India or abroad, in any Ates India or Ates SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion.
- The age of retirement from the Company's service normally is 60 years subject to service regulations and existing guidelines. However, the Company shall have absolute discretion to retire you at the age of 55 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- The other terms and conditions are detailed in the attached Conditions of Service.
- You will at all times during your employment devote your entire time and attention to the business of the Company or any of its successors, branches or offices, within India and abroad, to which you may be posted by the Management.
- You will not be entitled to receive, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is ascertained that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business transactions, to any third party, other than to the Directors of Company or their authorized representatives including your salary, increments and emoluments, any knowledge obtained by you, concerning the business of the Company, customers, whether relating to administration, accounting, research, development, production, manufacturing methods, algorithms, customers, suppliers, patent matters or other related matters. You shall maintain complete confidentiality of the Confidential Information which you have gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all intellectual and material property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Ates and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company's customer.
- You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances.

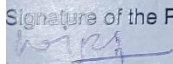
Page 1 of 2

Dilli Babu S

Address : 52/178
WESTCANAL RANIG KOTTUR,
CHENNAI - 6000 85

Blood Group : B+ve

In case of emergency,
please contact :
91500103795

Signature of the Person : 

Sr. Manager : 

CHENNAI-05

Ganesh S

 DataTracks

TEMPORARY
102

www.datatracks.com

Hariharan C



NAAC – AQAR

5.2 STUDENT PROGRESSION

5. 2. 1 PLACEMENTS
2020-2021

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

27-Sep-2021

CS479883

Hathibon chandramohan
1627 Iyya street triplicane Chennai-600055
Management Level - 13
Sublevel - 3

Job Profile - Underwriting New Associate
Job Family Group - Business Process Specialization
Business Unit - Non Contact Center

Dear Hathibon,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as the Company) in Chennai, India as per the below terms and conditions.

Your employment with Accenture will be governed by the clauses mentioned in the attached Terms of Employment (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before accepting this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original your certificate/ mark sheet, to Accenture upon joining. Accenture has no role in the award of the result being declared by your Institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the requirements of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

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 an aptitude/business test based on the project you are engaged. This offer and your employment with the Company are contingent upon you successfully completing the aptitude/business test as per the requirements of the Company and in the absence of having done both, namely the aptitude/business test, the Company 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 requirement/compliance. You may belong to this category and your details will be shared to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 (Documentation).

You will be expected to work from this office in the location listed to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

Version: 7.4, July 2021
Reference ID: eea4e5b8-ad62-4179-9539-af36c02442db_2
Signed By: Jai Rami Master

Candidate's Signature: _____

HEMALATHA D

CONGRUENT®

August 25, 2021

Ms Hemalatha
Chemist

Dear Hemalatha,

We are pleased to offer you an employment in our Company as a "Trainee Process Associate" on a salary of **Rs.2,20,000 (Rupees Two Lakh and Twenty Thousand only)** per annum.

1. Date of Appointment

Your appointment is effective from the date of joining which shall be on or before August 30, 2021.

2. Probationary Period

You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the company, you are found suitable in the appointed post, you will be confirmed in the services of the organization.

3. Provident Fund

You will participate in the company provident fund scheme as applicable to your category of employees.

4. Salary Review

Your salary will be reviewed periodically as per the company policy. Your increments are discretionary and will be subject to, and on the basis of, effective performance and results.

5. Leave

You will be covered by leave, holidays and the working hours policy as applicable to your category of employees.

6. Other Work

Your position is a whole-time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business, during the employment with the company, without permission in writing from the organization.

1st Floor, North Wing, Central Square 1, CSE-CSE, CPET Road, Thiru Vi Ka Industrial Estate,
Gaijdy, Chennai - 600 032

Hemalatha S



Ilanchiriyar S



ALICE GRACE D



Branch Office:

Golden rays business centre, Old no. 29 A, New no 53 A,
Lake view road, West Mambalam, Chennai 600 033.



Date: 23-Aug-2021

To,

Alice Grace,

Appointment Letter

Tamil Nadu.

Dear Alice,

With reference to your application and the subsequent interview you had with us, we have pleasure in appointing you as **Associate CS** effective from 19-Aug-2021 till 18-Feb-2022 the company however, reserves the right to change your designation and duties at any time at its discretion.

The appointment shall be subject to following terms and conditions: --

- a) Your Salary Structure shall be as per Annexure (A).

Name : Alice Grace

Designation : Associate CS

	Salary Heads	Monthly	Annually
A	Basic + DA	6500	78000
B	HRA	2600	31200
C	Other Allowances	542	6498
A+B+C = D	Fixed Pay	9642	115698
E	Variable Pay	3558	42697
D+E = F	Gross	13200	158395
G	PF (Emp. Cont.)	845	10140
H	ESI (Emp. Cont.)	99	1188
I	PT	208	2500
G+H+I = J	Total Deduction	1152	13828
F-J	Net Take Home	12047	144567
K	P.F. (Empr. Cont.)	915	10985
L	ESI (Empr. Cont.)	429	5148
K + L = M	Total (Empr. Cont.)	1344	16133
F+M = N	CTC	14544	174528

NATALIA SARAH ANTHONY

Sun, 7 Nov, 5:17 PM

Hey your recruit is confirmed. Kindly join from tomorrow.

Social media account executive

Timing- 10am to 6.30pm

NEKHI INDIA

No.1090, PH Road, 1st floor, 1B,
chennai-600084.

Salary- Rs 15000/- per month.

Pls note Neha's no 9789010392







Date: 02 Jan 2022

Mr Gladson J
No121 First floor Bala illam kurinji
street kk nagar new perungalathur peerkankaranai
chennai 600063

Employee No: 2315923

Dear Mr Gladson J

Appointment Letter

We are pleased to appoint you in our organization as Student Support subject to the following terms and conditions:

1. Your contract will commence from 02 Jan 2022 and expire on 31 Dec 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 02 Jan 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. The associates in the first 6 months of the contract will be considered on Orientation Period and either party may terminate this Work Assignment Letter by issuing 15 days' notice in writing or payment thereof.
5. After completion of the first 6 months of the contract, Except for expiry of a Work Assignment due to completion or expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 45 days notice in writing or payment thereof.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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TeamLease Services Limited., CIN No: U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Karamangala, Bangalore - 560095.
Ph: (91-80) 33002345, Fax: (91-80) 33243001 www.teamlease.com
Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051







LOYOLA ACADEMY

VADAMELPAKKAM, KAVANURPOST
KATTANKULATHUR VIA
KANCHEEPURAM DIST - 603 203.
CONTACT : +91 94451 33770



2021-2022



Mr. Elavarasan A

D.O.B : 27.05.1994

Blood Group : O+Ve

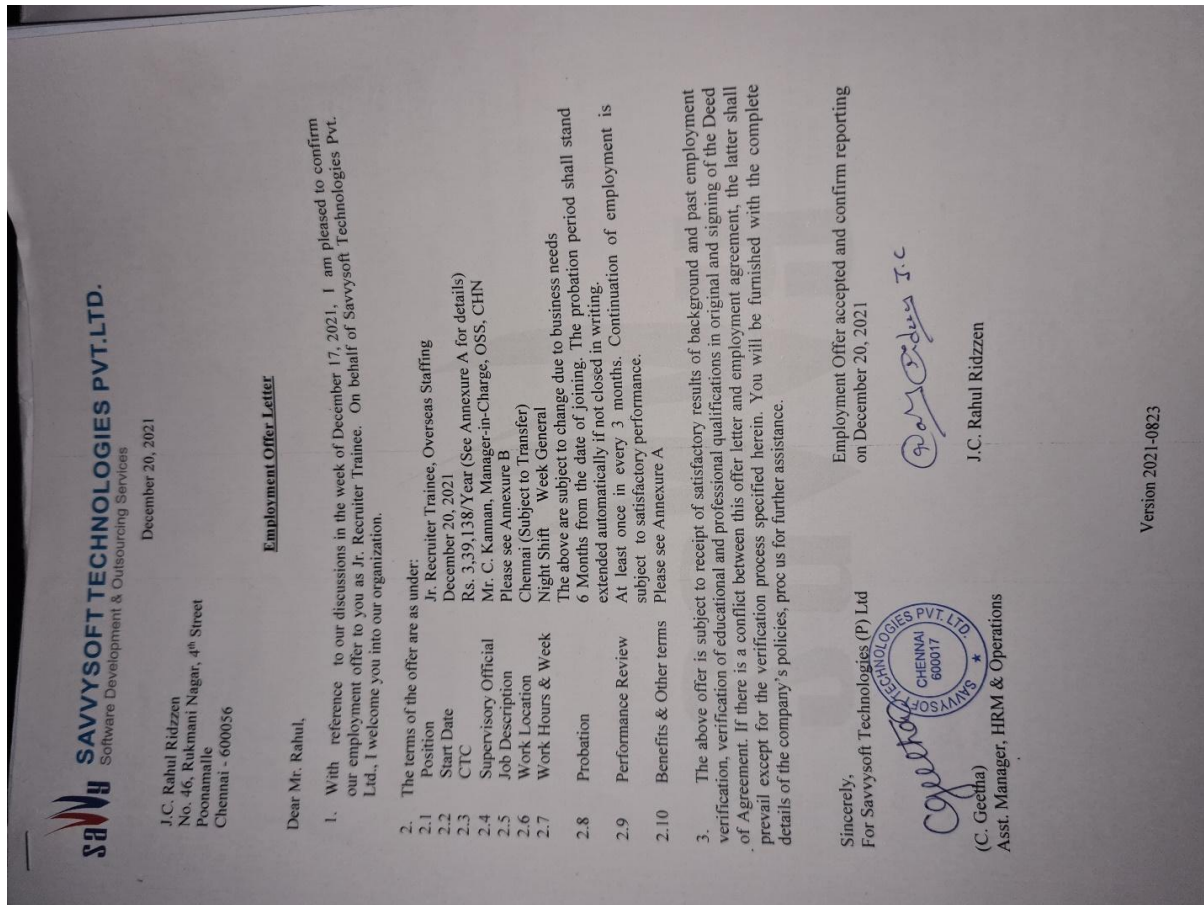
Phone : 9176164527

Address : No.67, Gujji Main Street,
Anna Nagar East, Chennai -102

Principal



TEACHER





ABS VIDHYA MANDHIR

KNOWLEDGE IS POWER

Affiliated to CBSE, New Delhi

School : Thalakanchery Road, Iveli Agaram, Thiruvallur - 602021.

Phone : 96000 48361, 96000 47651, 78679 44450

E-mail : hrabsvm@absgroupschoools.com Website : www.absvidhyamandhir.org



To

Ms. GEETHANJALI.R

Plot No-614, Gokul Gardern,

Mellnalathur, Thiruvallur – 602 002.

Dated-20.09.2021

Respected Teacher,

Further to your application and subsequent Interview conducted at ABS VIDHYA MANDHIR CBSE SCHOOL - THIRUVALLUR, we are pleased to appoint you as a PRT- ENGLISH Teacher of our school. The probationary period of One Year of your appointment shall be from 23RD of SEPTEMBER 2021. You are requested to report duty on 23RD of SEPTEMBER 2021.

During the period of probation, your work will be assessed by the Academic Director, Principal and Senior Departmental Teaching Staff. Your appointment will be considered for confirmation based on their satisfactory reviews. You are expected to maintain discipline in the classes that you handle and we would like to see a board based performance improvement in children's of your class.

Your Pay is fixed at Gross Salary of Rs.15,000/- per month with statutory deductions as and when applicable. You are not entitled for any other allowances.

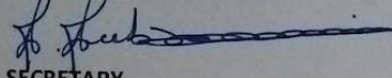
You will be governed by the rules and regulations of ABS VIDHYA MANDHIR - THIRUVALLUR.

You should not resign In the middle of the Academic Year.

- Three months prior notice should be given before resigning. Failing which three months salary in lieu of notice has to be remitted by you.

We extend our hearty welcome to you and look forward to have a fruitful association. Kindly express your acceptance of the above terms and conditions by signing the duplicate copy of this letter and submit the same to the undersigned.

For ABS VIDHYA MANDHIR



SECRETARY

I have read the content of the above letter and have accepted this appointment

Geethanjali.R
(GEETHANJALI.R)



JS GLOBAL
SCHOOL

Appointment Letter

14 February 2022

To

Ms. Hemalatha,
No. 5, JJ Nagar, Karanai Main Road,
Arasangalani, Sithalapakkam,
Chennai – 600126

Dear Ms. Hemalatha

We are pleased to appoint you in JS Global School Sholinganalur as a **Teacher** on the following terms and conditions.

Appointment

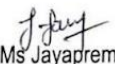
- Your appointment as a Teacher in JS Global School, Sholinganalur will be effective from January 10, 2022 (being your date of joining).
- You will be on probation for a period of 1 Academic year.

Compensation

- You will be entitled to a monthly package of Rs. 24,000 which will be liable for tax deductions and other withholdings as required by law and the policies of the school.
- Your remuneration will be subjected to annual review. JS Global School operates a Pay-for-Performance policy and the result of any remuneration review will take your performance into account.
- As an employee of the school you shall not divulge your remuneration to anyone.

Responsibilities

- During the tenure of service, you will treat all information coming to you as strictly confidential and the information contained in all documents, papers and other matters relating to the company will not be divulged by you to any person other than those of the management.
- You shall agree to accept any assignment of work decided by the management from time to time. Your duties can be transferred to any other institution of the group.


Ms. Jayaprema J
HR - Coordinator


Ms. Sridevi Gopalakrishna
Principal


Mr. SP. Senthil Kumar
Chairman


Employee's Signature

Phone : +91-95000 60755 | +91-74015 58555
Email : admission@jsglobalschool.org | Web : www.jsglobalschool.org
Address : No. 1, Lake View Road (Opp to Ponniyammam Kovil)
Sholinganalur, Chennai - 600 119

 Cambridge Assessment
International Education

Scanned by TapScanner





July 5, 2021

Dear JESSY MONISHA

Congratulations! We are pleased to inform you that you have been selected for the position of Executive in BAND 1 at Hexaware Technologies Limited, Chennai. Your date of joining will be July 5, 2021. Your compensation structure is as follows:

Name:	JESSY MONISHA	Emp ID:	
Grade:	BAND 1	DOJ:	05/07/2021
Designation:	Executive	Location:	Chennai
Department:	Veracity	Letter Date:	05/07/2021

COMPONENTS			
A: Monthly		PM	PA
1.1 Basic	INR	5,156	INR 61,875
1.2 HRA	INR	7,115	INR 85,379
1.3 VPA	INR	3,750	INR 45,000
Total(A)		INR 16,021	INR 1,92,254
B: Benefits		PM	PA
2.1 Provident Fund	INR	619	INR 7,428
2.2 GLIP & Medclaim	INR	155	INR 1,860
2.3 ESIC	INR	555	INR 6,658
2.4 Bonus	INR	1,400	INR 16,800
Total(B)		INR 2,729	INR 32,746
TOTAL CTC : (A+B)		INR 18,750	INR 2,25,000

MONTHLY TAKE HOME CALCULATION				
COMPONENTS	MONTHLY TAKE HOME@3 RATING		MONTHLY TAKE HOME BASED ON RATING	
MONTHLY				
Gross(Refer to Total (A) above)	INR	16,021	Rating 1	INR 14,241
Add: Advance Bonus	INR	1,050	Rating 2	INR 15,179
Less : ESIC	INR	128	Rating 3	INR 16,116
Less : PF Contribution	INR	619	Rating 4	INR 17,054
Less : Profession Tax	INR	208	Rating 5	INR 17,991
Net Take Home Salary	INR	16,116		

Notes regarding components above:





20-10-2021

MS.S SIVARANJANI,

NO 1, PANCHARATHNAM RAJ PARIES APARTMENT,
REDDY STREET KAMARAJ SALAI,
VIRUGAMBAKKAM CHENNAI 600092.

Dear Madam,

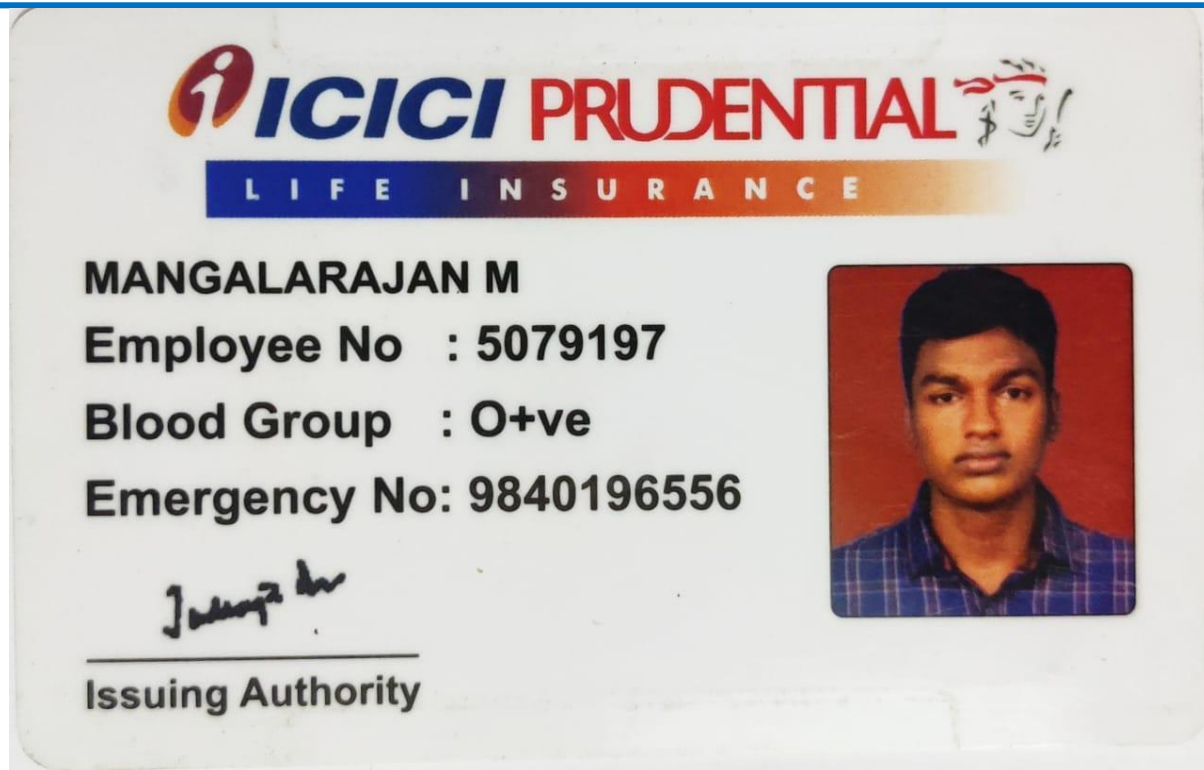
We are pleased to appoint you to the post of **TELE CALLER** in the administrative and supervisory cadre on Contract basis on the terms and conditions set out below:

1. Your services will be initially placed at the disposal of our client M/s. Star Health and Allied Insurance Company Limited. You will be posted at **CHENNAI**.
2. Your appointment is target oriented and your individual business target will be communicated to you by the authorized officer of the client. Your target is subject to revision from time to time and you will be directly responsible for achieving the target allotted to you from time to time and your performance vis-a-vis target will be **reviewed on a monthly basis** by the client and the Organisation shall have the absolute right to terminate your service without any notice period in case of unsatisfactory performance.
3. The period of your employment under this contract will be strictly one year from the date of your joining our Organisation. This contract will automatically stand terminated upon expiry of the period of one year and you will cease to be in our service with effect from that date. The contract of employment can be extended for further period as may be specified, upon mutually agreeable terms and conditions.
4. (a) You will be paid a salary of **Rs.2,31,336/- (Rupees two lakh thirty one thousand three hundred and thirty six only)** per annum on **cost to the Company basis** (including employer's contribution of PF, ESI, etc., as applicable). The breakup details are given in the Annexure – I.
(b) You will also be eligible for a **Variable, Performance-linked Incentive** which will be computed and paid on a monthly basis, subject to your fulfillment of performance parameters as may be decided by the company from time to time.
5. During the currency of this contract, you are liable to be deployed to any other office / station in India as per the requirement or in the office of any of our other clients. You will however continue to be in the service of our establishment and there will be no employer-employee relationship between you and our client. You will have absolutely no claim or demand of any nature whatsoever against our client at any point of time.
6. If you fail to report for duty as above, the appointment order will stand cancelled.
7. You will perform such duties & responsibilities as may be assigned to you by us or by the client from time to time.

www.golden-enterprises.co.in

Nimmathi Nivasam, No 7, West Sivan Kovil Street, IInd Floor, Vadapalani, Chennai-600 026.
E-mail ge@golden-enterprises.co.in Phone 044-24881130

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SVM Motors Private Limited

ID CARD DETAILS

(To be filled in Block Letters)

Employee Name : HEMAMALINI S

Designation : CRE

Employee No :

DOJ : 01/10/2021

DOB : 16/03/2000

Blood Group : O+ VE

Residential Address : No:55/4, AM GARDEN, VENKATAKRISHINASALAI,
MANDAVELI, CHENNAI, 600028

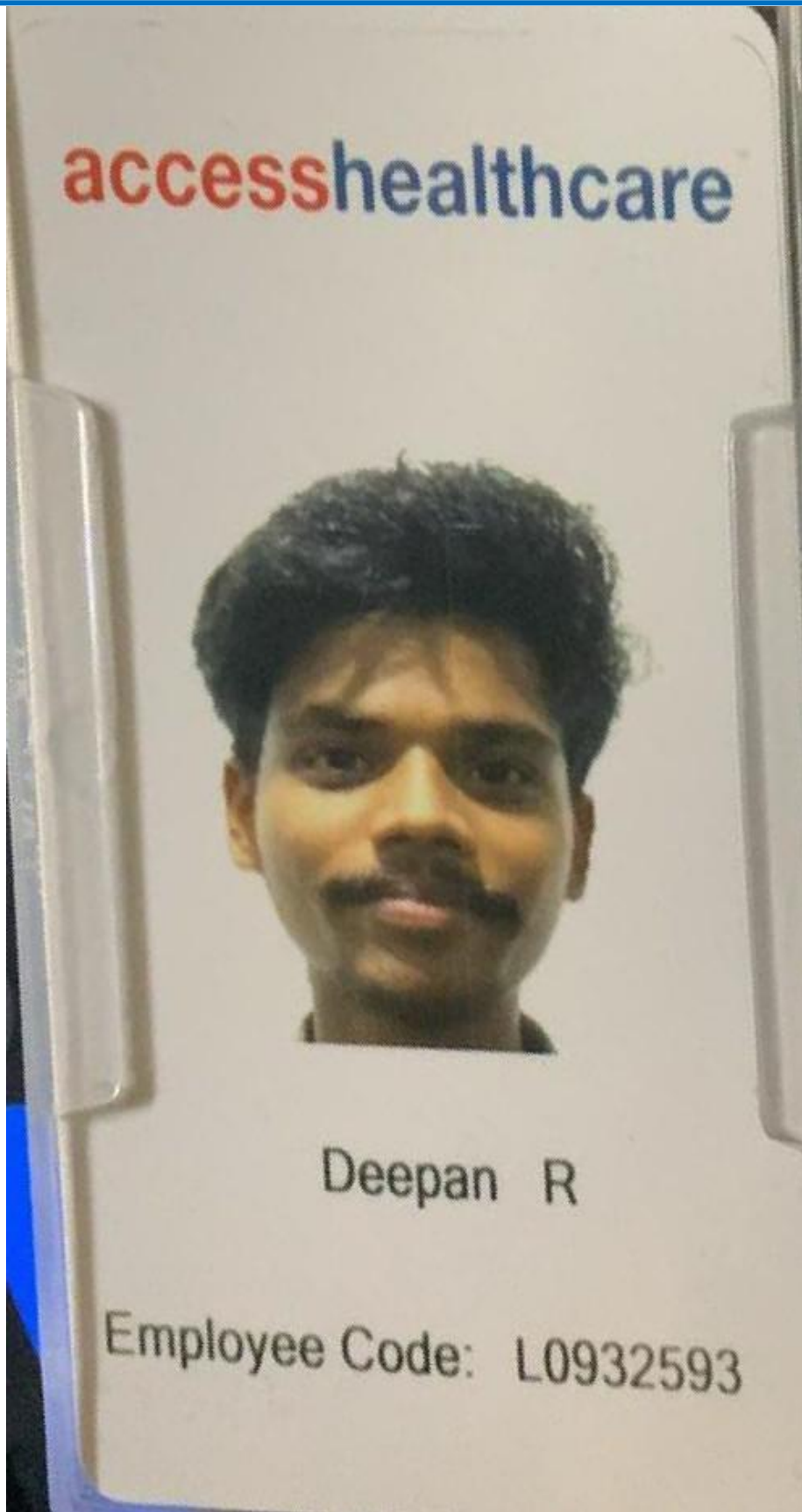
Emergency Contact No. : 7448873405

Company Address : NO: 372, ANNA SALAI,
SAIDAPET CHENNAI
600015

Holder's Signature :









Date: 03-Feb-2022

Candidate Name: Nithish Kumar V

Dear Nithish,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Junior Executive - Recruitment** with **Diamondpick**, under the terms and conditions provided herein, with effect from **07-Feb-2022**.

Location of Work:

- As agreed, your base location of work would be Chennai.
- The Company reserves the right to transfer you to the other locations, within the Company and/or other affiliated entities.
- The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

Probation:

- You will be on probation for a period of 3 months. After the successful completion of which you shall receive an Appointment Letter as a confirmation of your employment with us.

Compensation:

- Your all-inclusive **Annual Total Compensation will be INR 2,60,000 (Rupees Two Lakh Sixty Thousand Only)**
- The Company shall deduct tax at source at the time of making payment in accordance with the provisions of the Income Tax Act and rules made there under as also other applicable laws, if any, as may be in force from time to time.
- A detailed salary structure is mentioned in **Annexure A**

Benefits:

- We believe in creating a work life integration for all our associates, where all of us can create synergy between our job, family, personal wellbeing, health and community.
- As an employee of the Company, you shall be entitled to the following benefits to address your physical, financial and emotional health.
- The benefit programs are subject to any change made by the Company from time to time
- Benefit details is mentioned in **Annexure B**

Working Hours:

- 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. You will have to work between 09.30 A.M. and 06.30 P.M. from Monday to Saturday.

Conditions of Hire:

- By accepting the offer, you will be deemed to confirm that:
 - a. Prior to joining our employment, you have to complete your education in accordance with the terms and conditions.
 - b. Your qualifications and employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the company, from time to time. The verification will include authentication of any factual or

Talodyn Networks Private Limited (CIN: U74999TN2017PTC118255)
 Regd Office : 8/57 Luz Avenue Road, Mylapore, Chennai 600004
 Operations : 4th Floor, Tower 2, TVH Belicia Towers
 No 94 MRC Nagar, Chennai 600028
 www.diamondpick.com





9. The employees are eligible for the annual appraisal only after completion of successful 12 months and work performance shall be reviewed for every 3 months.

10. You will be entitled to leave and other facilities as per the rules of the company. You will be entitled for 1.5 days paid leave for every 30 days worked is followed.

11. This letter of employment is terminable by either party by giving two months (60 days) notice to the other. If fail to serve the notice period the amount of Rs. 45000/- (in words Forty Five Thousand only) to pay Xmedia Solutions as Training Cost before leaving.

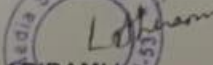
12. Subject to as herein provided, the company will be entitled to terminate your assignment, in case you become incapable in the opinion of the management in properly carrying out the duties allotted to you, whatever may be the cause of such incapability by giving a notice of a calendar week.

13. On termination of your assignment, you shall return to the company any of the property of the company in your possession including the correspondence which you may have conducted whether demy – officially or otherwise, in connection with the business of the company or its behalf.

14. During the period of assignment, you shall be governed by all the rules and regulation prevailing in the client's premises which are enforced at the place of work, from time to time and not in any way act in an unlawful manner, misbehave and disturb the peaceful existence of the employees at the site.

Please sign and return the duplicate copy of this appointment letter in token of your acceptance of the above terms and conditions.

FOR X MEDIA SOLUTIONS.



ABIRAMIL
Director

I acknowledge that I have understood all the clauses of the appointment letter. I accept and agree to the terms and conditions of employment.



Signature of the Candidate

Date: 17-01-2022



NARESH K





AARGEE Staffing Services (P) Ltd.

driven by human values

07-August -2021

Mr.Narash.K,
28/5,Sannithi Street,
Tiruvottiyur, Tiruvallur,
Chennai – 600 019.

Dear Mr.Narash.K,

Offer of Employment

Further to our discussions, we are pleased to offer you the position of “**Business Associate**” at our client site on the following terms and conditions:

- a) You will be deputed to work in a location our client determines from time to time, including premises of end clients and their associates and partners.
- b) You will be governed by the business and the operating requirements of the end client you will be servicing and will also be governed by all the established Rules and Regulations of AARGEE as applicable from time to time.
- c) You will be governed by the Hours of work, Holidays/weekly holidays of the client to which you will be deputed from time to time. The client reserves the right to alter or modify its working hours.
- d) You will be paid a salary of **Rs.156000/-** per annum (Only if full attendance). Salary is computed on a cost to company basis and the same is outline in the attached Salary break-up Annexure I.
- e) You will be eligible for the benefits of Provident Fund, ESI and other statutory benefits as per the rules of the company applicable from time to time.



Corporate Office : No.177/103 Ambals Building, 3rd Floor, Avvai Shanmugam Salai, Royapettah, Chennai – 600 014 Ph: 044 43081261-65
Branches : • Ahmedabad • Bangalore • Hyderabad • Kolkata • Mumbai
Web : www.aargeestaffing.com

Mail : hr@aargeestaffing.com



AARGEE Staffing Services (P) Ltd.

driven by human values

SALARY BREAK-UP- Annexure I

Name		Mr.Narash.K	
Designation		Business Associate	
Location		Chennai	
Annual Gross Salary		Rs.163560/-	
S.No.	Component	Monthly (Rs.)	Annum (Rs.)
1.	Basic Pay	2726	32712
2.	HRA	2181	26172
3.	Other Allowance	3952	47424
4.	Special Allowance	4361	52332
5.	Bonus	227	2724
6.	Leave Salary	183	2196
	Gross Salary (A)	13630	163560
7.	Employee PF 12%	327	3924
8.	Employee ESI 0.75%	103	1236
9.	Professional Tax	200	2400
	Total Deductions (B)	630	7560
	Net Salary	13000	156000
10.	Employer PF 13%	354	4248
11.	Employer ESI 3.25%	443	5316
	Employer Total Contribution (C)	797	9564
	CTC (A+C)	14427	173124

Computation of monthly Take Home Salary is show below (only if full attendance)

Take Home Salary: Rs.13000 /- (Rupees Thirteen Thousand Only)

* Professional Tax If Applicable



Corporate Office : No.177/103 Ambals Building, 3rd Floor, Avvai Shanmugam Salai, Royapettah, Chennai - 600 014 Ph: 044 43081261-65
Branches : • Ahmedabad • Bangalore • Hyderabad • Kolkata • Mumbai
Web : www.aargeestaffing.com

Mail : hr@aargeestaffing.com

PRATHAP



Compensation and Benefits

Name: Prathap S

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

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

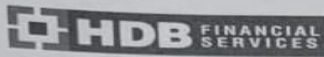
Leave & Vacation:

- 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

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

February 10, 2022

Ref:HDBFS/21-22/HRIC298810/Appt/R4459

Mr.Ranjith ,
House No. T 162/17,
Part Nagar,
Cholan Street,
Near Jaffar Khanpet,
Chennai-600083

Dear Mr.Ranjith ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at CHENNAI. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

Page 1 of 5



- u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than February 25, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- Copy of Educational Certificates and Marksheet (Xth, XIIth, Graduation, Post Graduation)
- Proof of date of birth (Copy of driving license, Voter ID, Passport)
- Duly signed duplicate copy of Appointment Letter
- Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Mr.Ranjith

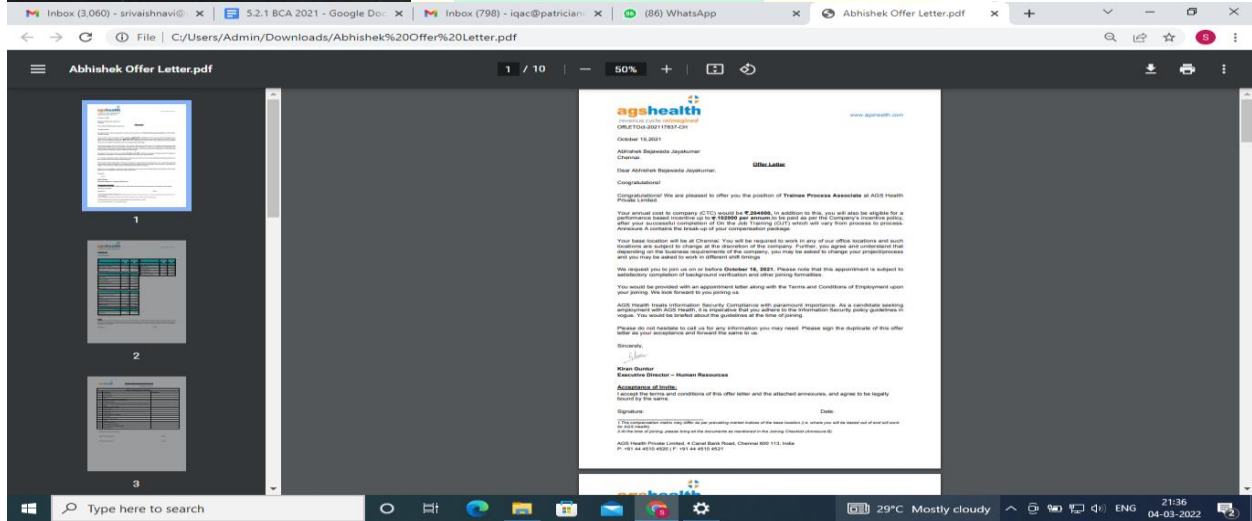
Annexure A

HDB FINANCIAL SERVICES		Compensation Breakup	
Name	MR. RANJITH		
Role	Sales Executive		
Grade	G7		
Location	Chennai		
Annual Compensation Break up		HDBFS Monthly	
Basic	78,756	6,563	
HRA	31,500	2,625	
Conveyance Allowance	15,744	1,312	
Provident Fund (Employer's contribution)	11,340	945	
Gross Salary (A)	1,37,340	11,445	
ESIC (Employer's contribution)----(B)	3,583	299	
Gratuity----- (C)	3,788	316	
Total Fixed Compensation (D=A+B+C)	1,44,711	12,059	
Note:			
This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
		Ref: HDBFS/21-22/HRIC298810/Appt/R44593	

I accept the terms and conditions as mentioned in the Appointment letter.

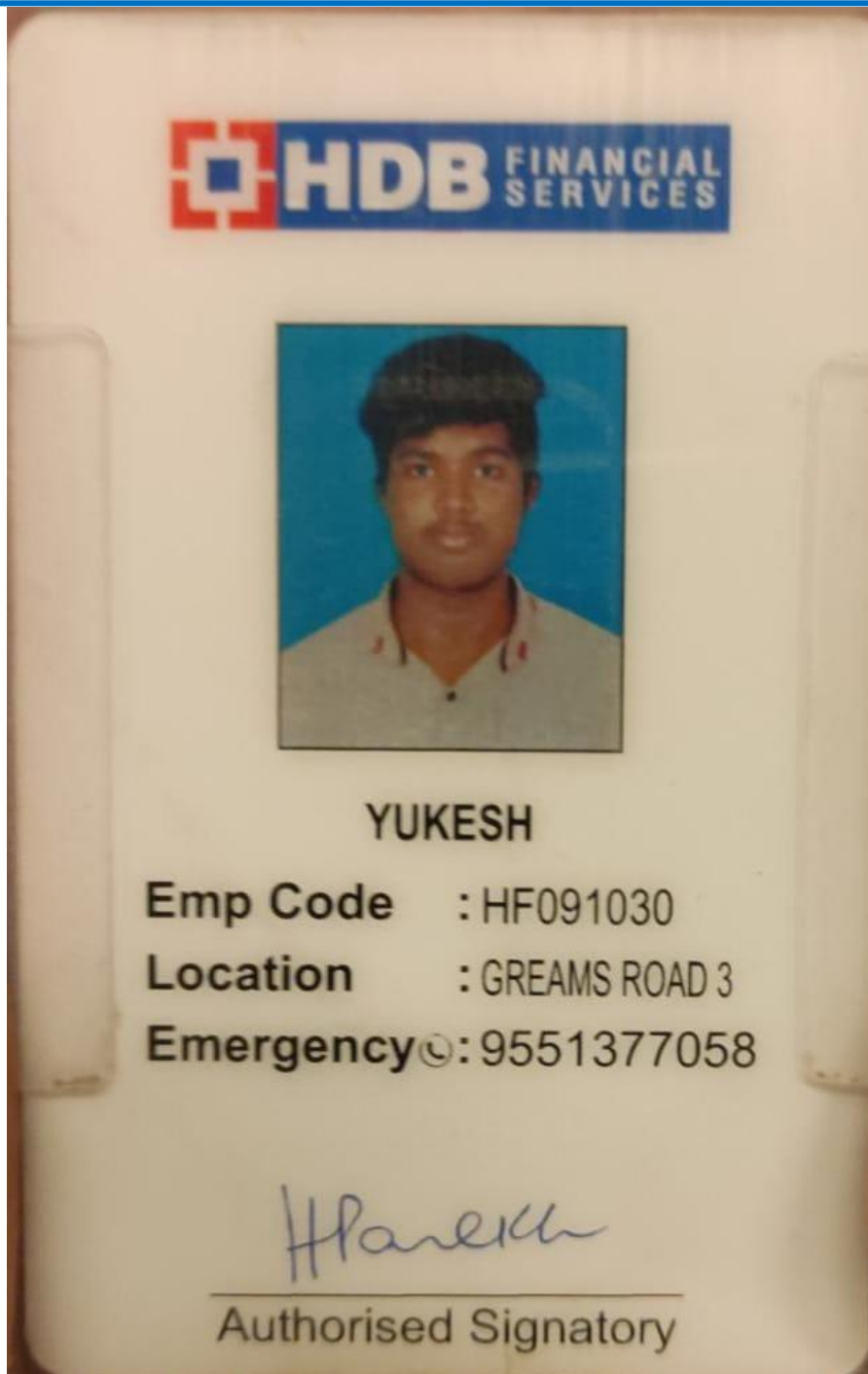
Mr. Ranjith

ABISHKEK JAYAKUMAR





YUKESH



LOURDHU MARY



22-02-2022

A. LourduMary
Chennai

Subject: LETTER OF OFFER

Dear A.,

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Information Retrieval Officer**. You will be on probation for a period of six months from your date of joining which will be on or before **22-02-2022**.

The annual compensation calculated on Cost to Company will be **INR 204000/-**.

Your place of posting will be **Chennai**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika Singh

Regional Head - Human Resources



Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	A. LourduMary	
Department	Voice Ops	
Designation	Information Retrieval Officer	
Effective Date	22-02-2022	
CTC (in INR)	204000/- per annum	
Pay structure	Monthly	Annual
Fixed Components		
Basic	9922	119064
House Rent Allowance (HRA)	4588	55056
Customer Handling Allowance	0	0
Shift Allowance	0	0
Salary (C1)	14510	174120
Statutory Components		
Employer PF Contribution	1191	14292
Employer ESIC Contribution	472	5664
Benefit's(C2)	1663	19956
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	827	9924
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	204000
Deductions		
Employee PF Contribution	1191	14292
Employee ESIC Contribution	109	1308
Total Deductions (b)	1300	15600
*Net Take Home {a - b - C2}	14037	168444
Total CTC (CTC + Performance Bonus)	17000	204000

* **Net Take Home** is subject to Applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

** Performance linked Variable Pay / Performance Bonus are not guaranteed part of your compensation and the amount payable would vary based on Individual and Company performance.

*** Overall CTC is calculated on CTC + ** Performance linked Variable Pay / Performance Bonus at 100% payout.

At the time of Performance linked Variable Pay / Performance Bonus disbursements, the employee should be Active in the system.

In case your employment with company is not active or under notice period or termination process is initiated during the Performance linked Variable Pay / Performance Bonus payout period then employees shall not be considered for the payout, if any.

Company reserves the right to change/update/withdraw the Performance linked Variable Pay / Performance Bonus related schemes/provisions at any point of time & the final decision rests with the Management.

Yours sincerely,

