



FATIMA COLLEGE

(Autonomous)

Affiliated to Madurai Kamaraj University

Re-Accredited with 'A++' (CGPA 3.61) by NAAC (Cycle - IV)

Mary Land, Madurai - 625018, Tamil Nadu

Annual Quality Assurance Report (AQAR)

2021 – 2022

5.2.1 Number of outgoing students who got placement during the year 2021-2022



Offer: Computer Consultancy
Ref: TCSL/CT20182393221/Chennai
Date: 11/01/2022

Ms. Shirline Kirubha
19/39Annes Convent Road,
Ponmeni,
Madurai-625016,
Tamil Nadu.
Tel# 91-9994410111

Dear Shirline Kirubha,

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.

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within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.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. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182393221

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 Nimai Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

21-Apr-2022

Dear Kavipriya,

SUB.:Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Assistant Manager, International Sales at our Chennai office.
Breakup of your compensation package is provided herewith. We would like you to join our company on 20-Jun-2022 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs. 450000 per annum (CTC). You will be issued a detailed appointment letter on your joining with us.

	Per Month	Per Annum
General Components		
Basic	18750	225000
House Rent Allowance	9375	112500
Special Allowance	3473	41677
Food Coupon	2200	26400
Total Gross Salary	33798	405577
Employer Contribution		
Provident Fund	1800	21600
Gratuity*	902	10823
Total Employer Contributions	2702	32423
Annuals		
Insurance Premium		5000
Fixed Bonus		7000
Cost to Company (CTC)		450000
Employee Deductions		
Provident Fund	2250	27000
Total Net Salary**		31548
GMC & GPA Coverage		
Health Insurance		200000
Accidental Insurance		250000



Date: 30th June, 2022

Dear Maneesha Lakshmi,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
Basic Salary	210,000	17,500
HRA	105,000	8,750
Special Allowances	65,904	5,492
Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

We would expect you to join as early as possible but not later than **04-Jul-2022** at the office located at **Madurai, Tamil nadu** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company **one month'** notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you **one month'** notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.



Date: 30th June, 2022

Dear Rajashree,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
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Statutory Bonus	17,496	1,458
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We would expect you to join as early as possible but not later than **04-Jul-2022** at the office located at **Madurai, Tamil nadu** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company **one month'** notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you **one month'** notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.



Date: 30th June, 2022

Dear B Saranya,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

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Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

We would expect you to join as early as possible but not later than **04-Jul-2022** at the office located at **Madurai, Tamil nadu** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company **one month'** notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you **one month'** notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.



Date: 30th June, 2022

Dear Shruthi Priyadharshini,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

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Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

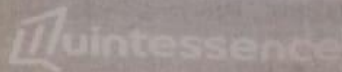
We would expect you to join as early as possible but not later than **04-Jul-2022** at the office located at **Madurai, Tamil nadu** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company **one month'** notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you **one month'** notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.





Date: 21/04/2022
Ms. RATHINASUWETHA ESWARAMOORTHY

Dear Ms. RATHINASUWETHA ESWARAMOORTHY

SUB: Offer of Appointment

With reference to your application and the subsequent meetings, we are pleased to offer you an appointment in our company. Your Salary will be Rs. 357144 as listed in the annexure. The terms and conditions of your appointment are as detailed below.

DESIGNATION

Your designation will be ' **TRAINEE** '

DATE OF APPOINTMENT

Your appointment is effective from the date of joining which shall be on or before 22/04/2022

PROBATIONARY PERIOD

You will be on probation for a period of six months from the date of your joining. 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.

PROVIDENT FUND

You will participate in the company provident fund scheme as applicable to your category of employees. Until the Company qualifies for Provident fund, the Employer's contribution to EPF will be given as an allowance in lieu of PF

SALARY REVIEW

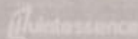
Your salary will be reviewed periodically as per the company policy. Your increments are discretionary and will be subject to, and on the basis of, effective performance and results.

LEAVE

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

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.



CTC Breakup		
Employee Name : RATHINASUWETHA ESWA	Date of Joining:	22/04/2022
Employee Code :	Department:	SOFTWARE
Designation: TRAINEE	Location:	Chennai
	Monthly	Annual
Fixed Components -A		
Basic Pay	11,900.00	142,800.00
HRA	5,950.00	71,400.00
Meal Vouchers	-	-
Flexible Benefit Component - FBC *	-	-
Night Shift Allowance	-	-
CCA	5,950.00	71,400.00
Total - Fixed Gross (A)	23,800.00	285,600.00
Variable Components -B		
PBB - Performance Based Bonus	3,000.00	36,000.00
Annual Incentive	-	-
Total - Variable Gross (B)	3,000.00	36,000.00
Other Components (Annual Benefits) -C		
Gratuity (Fixed)*	572.00	6,864.00
Bonus - Statutory Allowance (Fixed)	-	-
Medical Insurance	590.00	7,080.00
Life Term Insurance	-	-
Total -Annual Benefits (C)	1,162.00	13,944.00
Employer Contribution - D		
Company's Contribution to PF @12%	1,800.00	21,600.00
Company's Contribution to ESIC@3.25%	-	-
LWF	-	-
Total -Employer Contribution - (D)	1,800.00	21,600.00
Cost to Company - CTC (A+B+C+D)	29,762.00	357,144.00
Deductions		
Employee's Contribution to PF @12%	1,800.00	21,600.00
Employee's Contribution to ESIC @0.75%	-	-
Total - Deductions	1,800.00	21,600.00
NET TAKE HOME PAY	22,000.00	264,000.00
Variable pay		
Variable pay if applicable will be paid based on Individual deliverables as per performance rating		
Duration	Monthly	
Category	Amount	%
Base Amount	3000	
Super Exceeds	-	> 105
Exceeds	-	100 to 105

BE YOURSELF,
MAKE A DIFFERENCE.

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04-Mar-2022

Manjuparkavi Ravichandran

C10869311

4H/3 Karattupatti Pathai, kulalarpalayam, Bodinayakanur, Theni(dt)

Subject: Offer of Employment ("Offer")

Dear Manjuparkavi,

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

Job Profile - System and Application Services Associate

Management Level - 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

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

Dec 2021

1

Candidate's Signature _____

ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500/-
Maximum Annual Total earning potential(A+B)		3,25,500/-
(C)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 5,000/-
Notional Insurance Premium paid by Company		INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		INR 325500/-
(D)##Additional Discretionary Reimbursements		INR 12,000/- (capped at INR 1,000/- per month)
Annual Internet reimbursement		
(E)Optional opportunity to participate in the Employee Share Purchase Plan		INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,

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01-Mar-2022

Dheepachandraa Vellore Srikarthivasan

C10860252

HIG 21, Meenakshi Illam , TNHB colony , Tamil Nagar , Anaiyur.

Subject: Offer of Employment ("Offer")

Dear Dheepachandraa,

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

Job Profile - System and Application Services Associate

Management Level - 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

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

Dec 2021

I

Candidate's Signature _____

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500
Maximum Annual Total earning potential (A+B)		3,25,500
(C) Additional Notional Benefits		
# (C) Gratuity as per law + Benefits		8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		3,33,500

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

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

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01-Mar-2022

Gokila Rani Morkonda Hariharan

C10859799

6/37 Kottu Kannara Street, Chinakadal Street, South Gate, Madurai - 625001

Subject: Offer of Employment ("Offer")

Dear Gokila Rani,

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

Job Profile - System and Application Services Associate

Management Level - 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

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

Dec 2021

Candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements		Annual (INR)
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Maximum Annual Total earning potential (A+B)		3,25,500
(C) Additional Notional Benefits		
# (C) Gratuity as per law + Benefits		8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		3,33,500

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

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14-Mar-2022

Bindhiya Thangadurai

C10905326

5-1-11A/1C, Church 5th Street, Jeeva Nagar, Pooncholai, Chinnalapatti

Subject: Offer of Employment ("Offer")

Dear Bindhiya,

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

Job Profile - System and Application Services Associate

Management Level - 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

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

Dec 2021

1

Candidate's Signature _____

ANNEXURE 1

COMPENSATION & BENEFITS

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

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(A) Annual Fixed Compensation		3,00,000
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(C) Additional Notional Benefits		
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Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		3,33,500

(A) Annual Fixed Compensation

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Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 04/06/2022

Chandrabanu Chandran Mohan

C10975450

64,Ramalinga nagar TVS backside , HMS colony , Virattipattu

7871197193

Dear Chandrabanu Chandran Mohan,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

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

ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500/-
Maximum Annual Total earning potential(A+B)		3,25,500/-
(C)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 5,000/-
Notional Insurance Premium paid by Company		INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		INR 325500/-
(D)##Additional Discretionary Reimbursements		INR 12,000/- (capped at INR 1,000/- per month)
Annual Internet reimbursement		
(E)Optional opportunity to participate in the Employee Share Purchase Plan		INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,



OFFER LETTER

23rd June 2022

HR/MDU/ADMN/22-23/529

Ms. Arunaabirami Durai,
12, Thaveedu 6th Street, Chokkalinga Nagar,
Madurai - 625016.

Dear Arunaabirami Durai,

We are pleased to confirm our verbal offer of employment with The Indian Public School (TIPS) Madurai, as "Office Administrator" reporting to "School Director" beginning on July 2022.

- You will be on probation for a period of 3 months, upon completion of which your performance shall be appraised for confirmation further.
- You are required to serve a minimum period of two years with TIPS Globeducate.
- You are required to submit the original copy of the highest degree certificate on the day of collecting the offer letter.
- You are required to undergo a training program for 15 days (without pay) in Coimbatore Campus, the dates of which shall be intimated shortly via Email.
- You are required to undergo professional development trainings on conditional basis and sessions related to grooming and soft skills, as deemed by the organisation from time to time.
- You will be registered for the IGCSE or/and IBDP assessments, if/as applicable as per the TIPS Academic Assessment Programme for the staff.
- You are required to travel to other campuses for any academic or admin audits/ needs as preferred by the management, from time to time.

Your Total Annual Compensation Value shall be **INR 303552/-** (Rupees Three Lakhs Three Thousand Five Hundred and Fifty Two Only) which includes a fixed monthly salary, employer's component of PF, transport/ food and accommodation, ESI / medical insurance and life insurance benefits. An appointment letter shall be given to you during the time of joining which shall state your duties and responsibilities during your association with TIPS Globeducate.

Please indicate your acceptance of this offer by signing below. By signing this letter, you acknowledge that this letter sets forth the entire agreement between you and TIPS Globeducate regarding your employment with TIPS Globeducate, and fully supersedes any prior agreements or understandings, whether written or oral.

We are excited that you are joining our organization and look forward to having you as part of our TIPS Globeducate Family!

Sincerely,

HR Authorised

For The Indian Public School

Authorised Signatory

Understood and Accepted

D. Arunaabirami Durai

Arunaabirami Durai

Head of School Authorised

Date: 23/06/2022

The Indian Public School : 193, Sathy Road, S.S.Kulam(p.o.), Coimbatore - 641 107. Ph 0422-2366666

India Reg Office: The Indian Public School : 70 Dr Alagappa Road, Tatabad, Coimbatore - 641 012.
Ph +91 422-4356966 / 4388977 / 2499719

Andorra | Canada | France | Italy | Malaysia | Portugal | Spain | UK | Bengaluru | Chennai | Coimbatore | Erode | Karur | Kechi | Madurai | Salem | Tirupur | Trichy

www.tipsglobal.org | ask@tipsglobal.org

CIN: U80211TZ2006PTC013192



October 22, 2021

Dear Pavithra N,

SUB. : Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Implementation Consultant at our Madurai office.

Breakup of your compensation package is provided herewith. As discussed we would like you to join our company on April 04, 2022 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void.

	Per Month	Per Annum
General components		
Basic	Rs. 8750	Rs. 105000
House Rent Allowance	Rs. 4375	Rs. 52500
Special Allowance	Rs. 9238	Rs. 110850
Total Gross Salary	Rs. 22363	Rs. 268350
Employer Contribution		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity ****	Rs. 421	Rs. 5050
Total Employer Contribution	Rs. 2221	Rs. 26650
Annuals		
Insurance Premium		Rs. 5000
Annual Cost to Company (CTC)		Rs. 300000
Total CTC		Rs. 300000
Employee Deductions		
Provident Fund	Rs. 1800	Rs. 21600
Total Net Salary **		Rs. 20562
Coverage		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000

Date: 01 July 2022

OFFER LETTER

Dear Indhu Arasukkannu,

Pursuant to your application for employment with us, and the subsequent selection process, it gives us pleasure to offer you employment as "Marketing Analyst" with Profit Apps India Pvt Ltd. You are requested to join on or before 01 July 2022.

1. The appointment will take effect from the date of your joining.
2. Your Roles and Responsibilities will be informed by your Supervisor.
3. Your Salary package, on appointment will be as per Annexure-A.
4. You shall be governed by the following terms and conditions of service during your employment. The terms and conditions may be amended from time to time with prior notice.

1. LOCATION

You will be based initially at Profit Apps India Pvt Ltd, located at No: 36/2, Doak Nagar Main Road, Madurai-625016. It may be noted that the Management is entitled to relocate/transfer you to any branch now in existence or which may be commenced in the future. You may also be deputed to work for our Principals/clients/customers where we have undertaken specific assignments.

2. DATE OF APPOINTMENT

Your Appointment with us is effective from your date of joining, which shall be 01 July 2022. Kindly note that in case you fail to join on the stipulated date, this offer shall stand rescinded.

3. COMPENSATION

- A. Your consolidated Annual Cost to the Company will be as detailed in the Annexure A INR 3,00,000 PA (INR Three Lakhs Per Annum Only) to this Offer Letter. Notwithstanding the contents of Annexure A, periodic increments to your Salary will be based upon your satisfactory and diligent discharge of duties and dedicated contribution towards the growth of the Company. Your performance will be subject to periodic review and appraisal. Periodic increments may be withheld at the discretion of the management, in case either your work / conduct is not found to be satisfactory.
- B. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to adjust the components of your Salary to ensure that the payments are made in compliance with such statutes.
- C. Bonus: You will be eligible for bonus depending upon factors such as individual performance, Company's performance and target-based performance.
- D. Your Salary is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- E. The Company may from time to time deduct any statutory deduction or withhold tax as may be required by applicable law.

Profit Apps India Pvt Ltd			
CTC			
Indhu Arasukkannu			
		CTC	INR 300,000
S.No.	Components of Compensation	Indhu Arasukkannu	
		Per Annum	Per month
1	Basic	90,000	7,500
2	House Rent Allowance	90,000	7,500
3	Conveyance Allowance	30,000	2,500
4	Other Allowance	79,200	6,600
5	Variable Pay		-
	Total A - GROSS SALARY	289,200	24,100
	Company's Contribution		
1	Company's Contribution to PF	10,800	900
2	Company's Contribution to ESI	-	-
3	Company's Contribution to Medical Insurance		-
4			-
	Total B - COMPANY CONTRIBUTION	10,800	900
	CTC (A+B)	300,000	25,000
Workings for Take Home Salary			
S.No.	Components of Compensation	Per month	
1	Basic	7,500	
2	House Rent Allowance	7,500	
3	Conveyance Allowance	2,500	
4	Other Allowance	6,600	
	Total C	24,100	
	Less : Deductions		
1	Employee's Contribution to PF	900	
2	Employee's Contribution to ESI	-	
3	Professional Tax**		
4	Income Tax Deduction at Source ***	-	
	Total D	900	
	Monthly Take home (C - D) - Variable Pay	INR 23,200	

* Variable pay if any, shall be paid on quarterly basis

** Professional Tax as per statutory will be deducted on half yearly basis

*** TDS is applicable as per IT Rules

Date: 01 July 2022

OFFER LETTER

Dear Jerushah Oscar,

Pursuant to your application for employment with us, and the subsequent selection process, it gives us pleasure to offer you employment as "Marketing Analyst" with Profit Apps India Pvt Ltd. You are requested to join on or before 01 July 2022.

1. The appointment will take effect from the date of your joining.
2. Your Roles and Responsibilities will be informed by your Supervisor.
3. Your Salary package, on appointment will be as per Annexure-A.
4. You shall be governed by the following terms and conditions of service during your employment. The terms and conditions may be amended from time to time with prior notice.

1. LOCATION

You will be based initially at Profit Apps India Pvt Ltd, located at No: 36/2, Doak Nagar Main Road, Madurai-625016. It may be noted that the Management is entitled to relocate/transfer you to any branch now in existence or which may be commenced in the future. You may also be deputed to work for our Principals/clients/customers where we have undertaken specific assignments.

2. DATE OF APPOINTMENT

Your Appointment with us is effective from your date of joining, which shall be 01 July 2022. Kindly note that in case you fail to join on the stipulated date, this offer shall stand rescinded.

3. COMPENSATION

- A. Your consolidated Annual Cost to the Company will be as detailed in the Annexure A INR 3,00,000 PA (INR Three Lakhs Per Annum Only) to this Offer Letter. Notwithstanding the contents of Annexure A, periodic increments to your Salary will be based upon your satisfactory and diligent discharge of duties and dedicated contribution towards the growth of the Company. Your performance will be subject to periodic review and appraisal. Periodic increments may be withheld at the discretion of the management, in case either your work / conduct is not found to be satisfactory.
- B. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to adjust the components of your Salary to ensure that the payments are made in compliance with such statutes.
- C. Bonus: You will be eligible for bonus depending upon factors such as individual performance, Company's performance and target-based performance.
- D. Your Salary is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- E. The Company may from time to time deduct any statutory deduction or withhold tax as may be required by applicable law.

Profit Apps India Pvt Ltd			
CTC			
Jerushah Oscar			
		CTC	INR 300,000
S.No.	Components of Compensation	Jerushah Oscar	
		Per Annum	Per month
1	Basic	90,000	7,500
2	House Rent Allowance	90,000	7,500
3	Conveyance Allowance	30,000	2,500
4	Other Allowance	79,200	6,600
5	Variable Pay		-
	Total A - GROSS SALARY	289,200	24,100
	Company's Contribution		
1	Company's Contribution to PF	10,800	900
2	Company's Contribution to ESI	-	-
3	Company's Contribution to Medical Insurance		-
4			-
	Total B - COMPANY CONTRIBUTION	10,800	900
	CTC (A+B)	300,000	25,000
Workings for Take Home Salary			
S.No.	Components of Compensation	Per month	
1	Basic	7,500	
2	House Rent Allowance	7,500	
3	Conveyance Allowance	2,500	
4	Other Allowance	6,600	
	Total C	24,100	
	Less : Deductions		
1	Employee's Contribution to PF	900	
2	Employee's Contribution to ESI	-	
3	Professional Tax**	-	
4	Income Tax Deduction at Source ***	-	
	Total D	900	
	Monthly Take home (C - D) - Variable Pay	INR 23,200	

* Variable pay if any, shall be paid on quarterly basis

** Professional Tax as per statutory will be deducted on half yearly basis

*** TDS is applicable as per IT Rules

Date: 01 July 2022

OFFER LETTER

Dear Vaishnavi Arumugam,

Pursuant to your application for employment with us, and the subsequent selection process, it gives us pleasure to offer you employment as "Marketing Analyst" with Profit Apps India Pvt Ltd. You are requested to join on or before 01 July 2022.

1. The appointment will take effect from the date of your joining.
2. Your Roles and Responsibilities will be informed by your Supervisor.
3. Your Salary package, on appointment will be as per Annexure-A.
4. You shall be governed by the following terms and conditions of service during your employment. The terms and conditions may be amended from time to time with prior notice.

1. LOCATION

You will be based initially at Profit Apps India Pvt Ltd, located at No: 36/2, Doak Nagar Main Road, Madurai-625016. It may be noted that the Management is entitled to relocate/transfer you to any branch now in existence or which may be commenced in the future. You may also be deputed to work for our Principals/clients/customers where we have undertaken specific assignments.

2. DATE OF APPOINTMENT

Your Appointment with us is effective from your date of joining, which shall be 01 July 2022. Kindly note that in case you fail to join on the stipulated date, this offer shall stand rescinded.

3. COMPENSATION

- A. Your consolidated Annual Cost to the Company will be as detailed in the Annexure A INR 3,00,000 PA (INR Three Lakhs Per Annum Only) to this Offer Letter. Notwithstanding the contents of Annexure A, periodic increments to your Salary will be based upon your satisfactory and diligent discharge of duties and dedicated contribution towards the growth of the Company. Your performance will be subject to periodic review and appraisal. Periodic increments may be withheld at the discretion of the management, in case either your work / conduct is not found to be satisfactory.
- B. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to adjust the components of your Salary to ensure that the payments are made in compliance with such statutes.
- C. Bonus: You will be eligible for bonus depending upon factors such as individual performance, Company's performance and target-based performance.
- D. Your Salary is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- E. The Company may from time to time deduct any statutory deduction or withhold tax as may be required by applicable law.

Profit Apps India Pvt Ltd			
CTC			
Vaishnavi Arumugam			
		CTC	INR 300,000
S.No.	Components of Compensation	Vaishnavi Arumugam	
		Per Annum	Per month
1	Basic	90,000	7,500
2	House Rent Allowance	90,000	7,500
3	Conveyance Allowance	30,000	2,500
4	Other Allowance	79,200	6,600
5	Variable Pay		-
	Total A - GROSS SALARY	289,200	24,100
	Company's Contribution		
1	Company's Contribution to PF	10,800	900
2	Company's Contribution to ESI	-	-
3	Company's Contribution to Medical Insurance		-
4			-
	Total B - COMPANY CONTRIBUTION	10,800	900
	CTC (A+B)	300,000	25,000
Workings for Take Home Salary			
S.No.	Components of Compensation	Per month	
1	Basic	7,500	
2	House Rent Allowance	7,500	
3	Conveyance Allowance	2,500	
4	Other Allowance	6,600	
	Total C	24,100	
	Less : Deductions		
1	Employee's Contribution to PF	900	
2	Employee's Contribution to ESI	-	
3	Professional Tax**	-	
4	Income Tax Deduction at Source ***	-	
	Total D	900	
	Monthly Take home (C - D) - Variable Pay	INR 23,200	

* Variable pay if any, shall be paid on quarterly basis

** Professional Tax as per statutory will be deducted on half yearly basis

*** TDS is applicable as per IT Rules

Date: 14 July 2022

OFFER LETTER

Dear Pavithra Srinivasa Raghavan,

Pursuant to your application for employment with us, and the subsequent selection process, it gives us pleasure to offer you employment as "Marketing Analyst" with Profit Apps India Pvt Ltd. You are requested to join on or before 14 July 2022.

1. The appointment will take effect from the date of your joining.
2. Your Roles and Responsibilities will be informed by your Supervisor.
3. Your Salary package, on appointment will be as per Annexure-A.
4. You shall be governed by the following terms and conditions of service during your employment. The terms and conditions may be amended from time to time with prior notice.

1. LOCATION

You will be based initially at Profit Apps India Pvt Ltd, located at No: 36/2, Doak Nagar Main Road, Madurai-625016. It may be noted that the Management is entitled to relocate/transfer you to any branch now in existence or which may be commenced in the future. You may also be deputed to work for our Principals/clients/customers where we have undertaken specific assignments.

2. DATE OF APPOINTMENT

Your Appointment with us is effective from your date of joining, which shall be 14 July 2022. Kindly note that in case you fail to join on the stipulated date, this offer shall stand rescinded.

3. COMPENSATION

- A. Your consolidated Annual Cost to the Company will be as detailed in the Annexure A INR 3,00,000 PA (INR Three Lakhs Per Annum Only) to this Offer Letter. Notwithstanding the contents of Annexure A, periodic increments to your Salary will be based upon your satisfactory and diligent discharge of duties and dedicated contribution towards the growth of the Company. Your performance will be subject to periodic review and appraisal. Periodic increments may be withheld at the discretion of the management, in case either your work / conduct is not found to be satisfactory.
- B. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to adjust the components of your Salary to ensure that the payments are made in compliance with such statutes.
- C. Bonus: You will be eligible for bonus depending upon factors such as individual performance, Company's performance and target-based performance.
- D. Your Salary is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- E. The Company may from time to time deduct any statutory deduction or withhold tax as may be required by applicable law.

Profit Apps India Pvt Ltd			
CTC			
Pavithra Srinivasa Raghavan			
		CTC	INR 300,000
S.No.	Components of Compensation	Pavithra Srinivasa Raghavan	
		Per Annum	Per month
1	Basic	90,000	7,500
2	House Rent Allowance	90,000	7,500
3	Conveyance Allowance	30,000	2,500
4	Other Allowance	79,200	6,600
5	Variable Pay		-
	Total A - GROSS SALARY	289,200	24,100
	Company's Contribution		
1	Company's Contribution to PF	10,800	900
2	Company's Contribution to ESI	-	-
3	Company's Contribution to Medical Insurance		-
4			-
	Total B - COMPANY CONTRIBUTION	10,800	900
	CTC (A+B)	300,000	25,000
Workings for Take Home Salary			
S.No.	Components of Compensation	Per month	
1	Basic	7,500	
2	House Rent Allowance	7,500	
3	Conveyance Allowance	2,500	
4	Other Allowance	6,600	
	Total C	24,100	
	Less : Deductions		
1	Employee's Contribution to PF	900	
2	Employee's Contribution to ESI	-	
3	Professional Tax**		
4	Income Tax Deduction at Source ***	-	
	Total D	900	
	Monthly Take home (C - D) - Variable Pay	INR 23,200	

* Variable pay if any, shall be paid on quarterly basis

** Professional Tax as per statutory will be deducted on half yearly basis

*** TDS is applicable as per IT Rules



OFFER LETTER

02nd July 2022

HR/MDU/ACA/21-22/411

Ms. Labharunsheya V,

3, Periyanchi Street, Uthangudi,
Madurai – 625107.

Dear Labharunsheya V,

We are pleased to confirm our verbal offer of employment with **The Indian Public School (TIPS) Madurai**, as "Class Teacher" reporting to "Coordinator" beginning on **July 2022**.

- You will be on probation for a period of 3 months, upon completion of which your performance shall be appraised for confirmation further.
- You are required to serve a minimum period of two years with TIPS Globeducate.
- You are required to submit the original copy of the highest degree certificate on the day of collecting the offer letter.
- You are required to undergo a training program for 15 days (without pay) in Coimbatore Campus or Online, the dates of which shall be intimated shortly via Email.
- You are required to undergo professional development trainings on conditional basis and sessions related to grooming and soft skills, as deemed by the organisation from time to time.
- You will be registered for the IGCSE or/and IBDP assessments, if/as applicable as per the TIPS Academic Assessment Programme for the staff.
- You are required to travel to other campuses for any academic or admin audits/ needs as preferred by the management, from time to time.

Your Total Annual Compensation Value shall be **INR 285012/-** (Rupees Two Lakhs Eighty Five Thousand and Twelve Only) which includes a fixed monthly salary, employer's component of PF, transport/food and accommodation, ESI/medical insurance and life insurance benefits. An appointment letter shall be given to you during the time of joining which shall state your duties and responsibilities during your association with TIPS Globeducate.

Please indicate your acceptance of this offer by signing below. By signing this letter, you acknowledge that this letter sets forth the entire agreement between you and TIPS Globeducate regarding your employment with TIPS Globeducate, and fully supersedes any prior agreements or understandings, whether written or oral.

We are excited that you are joining our organization and look forward to having you as part of our **TIPS Globeducate Family!**

Sincerely,

HR Authorised

School Director

For The Indian Public School

Authorised Signatory

Understood and Accepted

Labharunsheya V

Date: 02.07.22

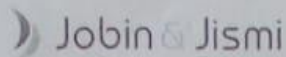
The Indian Public School : 193, Sathy Road, S.S.Kulam(p.o.), Coimbatore - 641 107. Ph 0422-2366666

India Reg Office: The Indian Public School : 70 Dr Alagappa Road, Tatabad, Coimbatore - 641 012.
Ph +91 422-4356966 / 4388977 / 2499719

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www.tipsglobal.org | ask@tipsglobal.org

CIN: U80211TZ2006PTC013192



CONFIRMATION AND OFFER LETTER

Dear Swetha M,

Following our recent discussions, we are delighted to offer you the position of "System Engineer - Trainee" in Jobin & Jismi IT Services, Bangalore office.

As a member of our team, we would ask for your commitment to delivering outstanding quality and results that exceed our expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: System Engineer - Trainee

Joining Date: 18/07/2022

CTC - 2.58 LPA (Including Statutory Deductions)

Terms & Conditions:

We will provide a one-time relocation allowance of Rs.10,000. If you under any circumstances leave Jobin & Jismi before one year of your probation period, you are required to return the total amount of relocation allowance.

Please acknowledge the receipt of this Confirmation and Offer Letter. Please provide your acceptance of the offer in writing via email.



19-May-2022

Dear J Adaikala Deepa,
B.Sc, Mathematics
Fatima College, Madurai

Candidate ID – 21330319

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

You have been selected for the position of **Programmer 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 252,000/-**. 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 Rs.284,111/-**. 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, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for only **15 days** 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 (If offered to you) 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

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Compensation and Benefits

Name: J Adaikala Deepa

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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



19-May-2022

Dear R Ramya,
B.Sc, Mathematics
Fatima College, Madurai

Candidate ID – 21318156

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

You have been selected for the position of **Programmer 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 252,000/-**. 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 Rs.284,111/-**. 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, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for only **15 days** 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.

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Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Compensation and Benefits

Name: R Ramya

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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



19-May-2022

Dear Reenu Jose Jenifer J,

B.Sc, Mathematics
Fatima College, Madurai

Candidate ID – 21318232

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

You have been selected for the position of **Programmer 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 252,000/-**. 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 Rs.284,111/-**. 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, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for only **15 days** 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.

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Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Compensation and Benefits

Name: Reenu Jose Jenifer J

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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



19-May-2022

Dear Siva Sankari Sankari A,
B.Sc, Mathematics
Fatima College, Madurai

Candidate ID – 21318208

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

You have been selected for the position of **Programmer 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 252,000/-**. 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 Rs.284,111/-**. 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, 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.

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Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Compensation and Benefits

Name: Siva Sankari A

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
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- 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
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- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
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Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



19-May-2022

Dear Shree Varsinee,

B.Sc, Science
Fatima College, Madurai

Candidate ID – 21330471

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

You have been selected for the position of **Programmer 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 252,000/-**. 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 Rs.284,111/-**. 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, as applicable.

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Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Compensation and Benefits

Name: Shree Varsinee

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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



19-May-2022

Dear Dharshini K J,
B.Sc, Computer Science
Fatima College, Madurai

Candidate ID – 21318165

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

You have been selected for the position of **Programmer 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 252,000/-**. 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 Rs.284,111/-**. 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, as applicable.

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Compensation and Benefits

Name: Dharshini K J

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
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- 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
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Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



19-May-2022

Dear Kavya P,
B.Sc, Mathematics
Fatima College, Madurai

Candidate ID – 21330311

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

You have been selected for the position of **Programmer 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 252,000/-. 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 **Rs.284,111/-**. 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, as applicable.

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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:

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Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Compensation and Benefits

Name: Kavya P

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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



19-May-2022

Dear Revathy K,
BCA, Computer Science
Fatima College, Madurai

Candidate ID – 21318218

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

You have been selected for the position of **Programmer 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 252,000/-**. 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 Rs.284,111/-**. 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, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for only **15 days** 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 (If offered to you) 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

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Compensation and Benefits

Name: Revathy K

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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



19-May-2022

Dear Ezhilarasi K,
BCA, Computer Science
Fatima College, Madurai

Candidate ID – 21327508

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

You have been selected for the position of **Programmer 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 252,000/-. 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 Rs.284,111/-. 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, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for only **15 days** 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 (If offered to you) 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

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Compensation and Benefits

Name: Ezhilarasi K

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

Note: The Insurance amount may vary subject to market conditions from time to time.

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

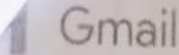
Leave & Vacation:

- 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



Placement Officer <placement@fatimacollegemdu.org>

Fwd: QMIS_Offer Acceptance Letter_Ms. Yamuna

1 message

Ms. A. J. Aruna English <aruna.english@fcmdu.edu.in>
To: placement@fatimacollegemdu.org

Mon, May 30, 2022 at 9:37 PM

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

From: **Yamuna Ramalingam** <yamuna.r04051999@gmail.com>
Date: Mon, May 30, 2022 at 7:34 PM
Subject: Re: QMIS_Offer Acceptance Letter_Ms. Yamuna
To: aruna.english@fcmdu.edu.in <aruna.english@fcmdu.edu.in>

On Thu, May 5, 2022, 10:44 AM HR Manager <hrmanager@queenmira.com> wrote:

Dear Ms. Yamuna R

With reference to your application and subsequent interview, we are pleased to offer you the position of **Parents Relationship Manager** and your date of joining will be as mutually agreed.

Your gross salary will be **Rs.16,000/-** per month (Rupees Sixteen Thousand Only).

We will issue a detailed Offer Letter on the date of your joining. We expect you to join us on **01st July 2022** beyond which the offer would stand withdrawn unless we mutually agree upon a new date in writing.

We welcome you to be part of the QMIS family and look forward to a long-term association. You are expected to acknowledge this mail on or before 20.05.2022 as your acceptance.

For any clarifications, please feel free to reach us.

Regards,

Jayalakshmi J
Manager - HR
Queen Mira International School
Madurai-625019
TamilNadu,India
Ph:8072448283
Visit us @ www.queenmira.com



Offer: Computer Consultancy
Ref: TCSL/DT20218757204/Chennai
Date: 04/02/2022

Ms. Reshma A

No.9 , 3rd Cross Street , Anjal Nagar , Madurai 18Anjal Nagar,
Janagiram Hotel,
Madurai-625018,
Tamil Nadu.
Tel# -

Dear Reshma 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/DT20218757204

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 Service Line: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20218760221/Chennai
Date: 04/02/2022

Ms. Suthana J
1a Sitalatchi Nagar,
Near Esi Hospital, Mehaboopalayam,
Madurai-625010,
Tamil Nadu.
Tel# -

Dear Suthana J,

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.

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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/DT20218760221

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

44/5/21-24, 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 Service Line: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20218755095/Chennai
Date: 04/02/2022

Ms. Sindu Meena S
127/18b, Pallavan Nagar, 4th Cross Street,
P.P. Chavadi,
Madurai-625016,
Tamil Nadu.
Tel# 91-9789784925

Dear Sindu Meena S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer 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.

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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/DT20218755095

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 Nimal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20218782715/Chennai
Date: 04/02/2022

Ms. Deepika P
25/AM.K.Puram, Muthu Devar Street.,
Kvt .Martic.Hr.Sec.School,
Madurai-625011,
Tamil Nadu.
Tel# 91-

Dear Deepika P,

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/DT20218782715

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



Not
Joined

Offer: Computer Consultancy
Ref: TCSL/DT20218757202/Chennai
Date: 04/02/2022

Ms. Madhumitha N
83/36 ANorth Aavani Moola Street,
Aravind Snacks,
Madurai-625001,
Tamil Nadu.
Tel# -

Dear Madhumitha N,

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/DT20218757202

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



Offer: Computer Consultancy
Ref: TCSL/DT20218776408/Chennai
Date: 04/02/2022

Ms. Geetha Mathi A
162/2 F162f, Akash Main Street, Periyar Nagar,
Madakkulam,
Madurai-625003,
Tamil Nadu.
Tel# 91-6382534295

Dear Geetha Mathi 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/DT20218776408

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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



Offer: Computer Consultancy
Ref: TCSL/DT20218751086/Chennai
Date: 04/02/2022

Ms. Wini Freda
3/4/5Ashok Nagar,
Koodal Nagar,
Madurai-625018,
Tamilnadu.
Tel# 91-9945674216

Dear Wini Freda,

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/DT20218751086

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 Nimai Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Serviceline: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20218758037/Chennai
Date: 04/02/2022

Ms. Dolphin Xavier
Pl.No 31Nehru 2nd Street, Annai Meenakshi Nagar(South),
Alathur,Umachikulam,
Madurai-625014,
Tamilnadu.
Tel# -

Dear Dolphin Xavier,

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/DT20218758037

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



Offer: Computer Consultancy
Ref: TCSL/DT20218750901/Chennai
Date: 04/02/2022

Ms. Sathiyalakshmi S
9g, Joseph Nagar 2nd Cross Street, Thirunagar, Madurai,
Madurai,
Madurai-625006,
Tamilnadu.
Tel# 91-9003711995

Dear Sathiyalakshmi S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer 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/DT20218750901

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



Offer: Computer Consultancy
Ref: TCSL/DT20218760590/Chennai
Date: 04/02/2022

Ms. S Kamala Veni
4Ramasamy Naidu Street,
Thavittusandhai,
Madurai-625001,
Tamilnadu.
Tel# 91-7708040725

Dear S Kamala Veni,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCS). 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 benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out here.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter' on the TCS portal. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS 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 and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing all 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/DT20218760590

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

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February 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear JENNIFER G.

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a diagonal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of

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2/1/22, 1:52 AM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&user=23264737&item=...

the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical Insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. 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 may be required under the



January 31, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Keerthana.J .,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

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The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

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In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

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In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

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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 may be 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.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month



March 22, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear NAGASRI R.

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

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the course.

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3. Appointment details:

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4. Scholarship/Stipend and Benefits

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February 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Nancy Mary J,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

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Terms & Conditions of Scholarship

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In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee, Work Integrated Learning Program with WILP.

3. Appointment details:

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Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month



February 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Priyadharshini R,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

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February 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear ABIRAMI S,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen".

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of

program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee, Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. 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 may be 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.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month



February 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Pooja ,,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

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In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

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4. Scholarship/Stipend and Benefits

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In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

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You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month

B. Sc maths g.

3/23/22, 5:51 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&use...



March 23, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Dhanya R,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen".

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of

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February 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear ARUNADEVI K,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shallen", written over a horizontal line.

Aparna Shallen
General Manager - Human Resources

Endorsement

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You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month

Aparajitha

ASSL/CORE/South 1/OL/22-23/006

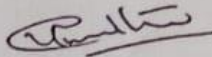
26/05/2022

Ms. Madhubala K
9-13-31, VOC Street,
Vishwanathapuram,
Madurai, Tamil Nadu-625014.

This has further reference to the interview you had with us on 25/05/2022 an offer of appointment is made to you subject to the following terms and conditions.

1. You will be appointed as Test Engineer trainee, on probation.
2. Your monthly gross remuneration will be **Rs.15000/- (Fifteen thousand only)**. From this gross amount all applicable statutory deductions will be made as per the statutes.
3. This communication is only an offer of appointment and the necessary order of appointment will be issued at the time of joining. However, you are requested to confirm in writing, your acceptance of our offer by return of post/email to this office within 10 days from the date mentioned above failing which the offer stands cancelled.
4. While reporting for duty, you shall submit the following documents in original and photocopy. Originals will be returned immediately after verification.
 - a. Proof of Date of Birth, Qualification, Experience certificate with pay slip details etc.,
 - b. Seven – Passport size photographs
 - c. Two – Stamp size photographs
 - d. Two – Family photographs
 - e. Relieving order from the present employer – original
 - f. ID proof (Voter ID or License)
 - g. Two reference letters
 - h. And all other related testimonials
5. In case you accept our offer and you are taken in our service, please note that you will be governed by the company rules, regulations, policies and other terms and conditions as may be contained in the order of appointment to be issued to you.
6. This offer is valid subject to satisfactory reports from references and/or other antecedent verification.
7. Aparajitha has a policy of salary confidentiality; therefore you are expected to not reveal your remuneration package to anyone before or after joining the organization or in the event of not being able to join our services.
8. You have indicated that your tentative joining date will be 1/7/2022. However if you do not confirm acceptance of this offer within 10 days as stated in Clause 3, this offer will stand cancelled.
9. You are aware that the company will hold the position open for you to join based on the confirmation received from your end. You are also aware that it is important for the company to fill the slot at the earliest to ensure continuity of best of the services to the clients and all other stakeholders. In case of withdrawal of the offer after acceptance of the same without appropriate reasons could result in financial loss to the company, possibility of loss of clients and impact on the reputation of the company. In case of such withdrawal by you without proper reasons, you have to compensate the company one month of the salary offered to you through this offer.

FOR APARAJITHA SOFTWARE SERVICES (P) LIMITED



Regional HR Manager

Aparajitha Software Services (P) Limited

5A, Rathinasamy Nadar Road, Bi Bi Kulam, Madurai – 625002, Tamilnadu. Phone : +91 452 4020202

CIN No. U7300TN2015PTC103350

Website : www.aparajitha.com



01/07/2022

To
Ms. Madhubala K
No 13-9-98, V O C Street, Viswanathapuram,
Thiruppalai, Madurai, Tamilnadu-625014.

We wish to inform that you have been appointed on probation as "Test Engineer Trainee" with effect from "01/07/2022" and your Employee Code is "AS243".

The terms and conditions of the appointment are:

1. Your pay package is:

No	Salary Details	Amount in Rs
1.	Basic	10000
2	House Rent Allowance	5000
3	Total	15000

2. The Statutory deductions and other authorized deductions will be made from monthly salary.
3. Salary of each individual is strictly confidential. You shall not disclose or discuss your salary with anyone other than your immediate reporting authority and or your SBU Head / Head HR. Any violation of salary confidentiality will be viewed seriously, you may be liable for termination or such other action as the management deems fit.
4. You will be functionally and administratively reporting to the officials as authorized by the Management in this regard. Until further instructions you will be reporting to Mr. Prakash S.
5. You will be on probation for a period from 01/07/2022 to 30/06/2023. The terms may be extended or reduced depending on your performance. During this period of probation, cessation of service can be from either side on giving one month (30 days inclusive of weekly holidays and other national or festival holidays only) notice to the other.
6. You will be confirmed in the services of the company based on your performance in fulfilling the roles and responsibilities assigned during your probationary period and on confirmation you will retire from the service on completion of 58 years of age.
7. In case, you wish to leave the services after confirmation, you are liable to give two month notice. Likewise, management reserves the right to terminate you by giving two month notice. Two month means 60 days which is inclusive of weekly holidays and other national or festival holidays only.
8. At any point of time during the employment be it the probationary period or after confirmation, prior to cessation, notice period as specified above are mandatory. You shall not discontinue your services, either by remaining absent or otherwise without actually serving the company during the notice period. In the event if you fail to serve the Company during the notice period you are liable to pay damages to the Company to the extent of two month salary or an amount equivalent to the loss suffered by the management whichever is higher. If neither the notice period is served nor the damages paid, you will not be entitled for a formal relieving order, experience or employment certificate, full and final settlement dues, if any, from the company which will include salary, bonus and any other payments.

Page 1 of 3



BODHI
International School
Inside the world's most innovative education school system

Name : Ms. Selvasuba S

Address:

D/O Mr.Selvam E
3/152, Nethaji Street,
Uoor Melazhakiyan,
Kadayanallur,
Tenkasi - 627852

Phone : 8438535550

Mail id : subhaalmighty2508@gmail.com

Date: 06/06/2022

Letter of Appointment

Dear **Ms.Selvasuba S**

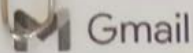
Congratulations! This is with reference to your acceptance of Letter of Appointment issued by us. We, at **Bodhi International School (Managed by Vaanavil Educational Foundation)** are pleased to appoint you in our Institution on the following terms and conditions:

- 1) You will be designated as **P.G.T Teacher**.
- 2) Your date of appointment is effected from the date of joining which shall be on 01/07/2022.
- 3) Your annual CTC will be **Rs180000/-**
- 4) You will be in probation for One Year from your date of joining in the institution. During the period of probation your performance shall be continuously monitored as per the performance evaluation process in the institution. On completion of the probation period, based on your performance, if the institution finds you to be suitable for appointed post, your appointment shall be confirmed and communicated to you in writing. If your performance during the period has not been satisfactory your probation may be extended.
- 5) You shall be eligible for other benefits related to leaves, holidays, perquisites etc., in accordance with the prevailing terms of employment in the institution. Not with standing the above, the

Sakthi nagar, Azhagapuri Bus stop, Madurai - Thondi Main road, Kollangudi
Kalaiyarkovil town, Sivaganga - 630 551.

www.bodhischool.org

6/6/22, 9:29 AM



FATIMA COLLEGE LIBNET <libnetlibnet@gmail.com>

Fwd: Ratchana - Welcome to Maestrowiz

1 message

Mon, Jun 6, 2022 at 9:29 AM

ratchana rachu <ratchana0612@gmail.com>
To: "libnetlibnet@gmail.com" <libnetlibnet@gmail.com>

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

From: **Sukanya** <sukanya@maestrowiz.com>
Date: Sun, May 22, 2022, 21:46
Subject: Ratchana - Welcome to Maestrowiz
To: <ratchana0612@gmail.com>
Cc: Preethi Sankar <preethi@maestrowiz.com>

Dear **Ms. Ratchana**,

Congratulations!!

Welcome to Maestrowiz Solutions Pvt. Ltd.

With reference to the discussion we had with you on 20/05/2022, we are pleased to inform you that you have been selected to join us as **Trainee Software Developer** in our Company. You are required to join on or before **23/05/2022** failing which this offer will not be valid.

You will be provided a monthly pay of **Rs.15,000/- (Fifteen Thousand Rupees Only)**.

We look forward to your joining with us.

We wish you the very best in your career with us.

Please reply to this email stating your joining confirmation. Feel free to contact us in case of any queries with regards to your joining.

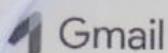
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Regards

MaestroWiz
APPLYING IDEA

Sukanya
Human Resources
Maestrowiz Solutions Pvt. Ltd.
m: 9445608571
a: 92B, SV Plaza, EB Colony Main Road, Iyer Bungalow, Madurai – 625014
w: www.maestrowiz.com
e: hello@maestrowiz.com

<https://mail.google.com/mail/u/0/?ik=a4eeef4e23&view=pt&search=all&permthid=thread-f%3A1734856381913045102&simpl=msg-f%3A1734856381913045102>



FATIMA COLLEGE LIBNET <libnetlibnet@gmail.com>

Fwd: Priyadharshini - Welcome to Maestrowiz

1 message

Mon, Jun 6, 2022 at 9:

Priya Priya <priyapriya9150@gmail.com>
To: libnetlibnet@gmail.com

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

From: **Sukanya** <sukanya@maestrowiz.com>
Date: Sun, May 22, 2022, 21:47
Subject: Priyadharshini - Welcome to Maestrowiz
To: <priyapriya9150@gmail.com>
Cc: Preethi Sankar <preethi@maestrowiz.com>

Dear Ms. Priyadharshini,

Congratulations!!

Welcome to Maestrowiz Solutions Pvt. Ltd.!!

With reference to the discussion we had with you on 20/05/2022, we are pleased to inform you that you have been selected to us as **Trainee Software Developer** in our Company. You are required to join on or before **23/05/2022** failing which this offer will be valid.

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We look forward to your joining with us.

We wish you the very best in your career with us.

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Regards

MaestroWiz
APPLYING IDEA

Sukanya
Human Resources
Maestrowiz Solutions Pvt. Ltd.
m: 9445608571
a: 92B, SV Plaza, EB Colony Main Road, Iyer Bungalow, Madurai – 625014
w: www.maestrowiz.com
e: hello@maestrowiz.com

<https://mail.google.com/mail/u/0/?ik=a4eeef4e23&view=pt&search=all&permthid=thread-f%3A1734856437764670871&simpl=msg-f%3A1734856437764670871>

Ria International India Pvt Ltd

A / 507, Mangal Aarambh Commercial Premises
Kora Kendra , S. V. Road , Borivali (W)
Mumbai - 400 092 , INDIA

July 30th 2022

Ms.R Karthiga
8-19/21A Nedunchellian Street,
New vilangudi, Madurai -625 018
Ph: 9597351529
Email:karthigar2000@gmail.com

Dear Ms.Karthiga R.

We are pleased to offer you an Appointment as "Purchase Executive" Subject to Following Terms and Conditions.

1. Your Package of remuneration shall be CTC Rs. 15000 / month we shall soon advice you the break up and different heads. The Salary and different Perquisites / benefits which shall be distributed under various heads are subject to applicable Taxes. At its sole Discretion , the Management may consider either change of heads or redistribute the total emoluments under different heads.
2. You will be on Probation for a period of 6 months from the date of Joining. However your probation period can be extended at the Discretion of the company. You will continue to be on Probation until you receive the letter of Confirmation.
3. Your services may be terminated by either party by giving 30 days notice in writing or by giving 1 month salary in lieu of Notice. However No such Notice or Compensation or payment in lieu of Notice is required for termination of your Services during Probation Period.
4. You will Not either Directly or Indirectly work for or accept any assignment for any person or firm or Organization or company carrying on any business of similar or competitive Nature to that of this company for a period of 2 (TWO) years from the cessation of this Employment.
5. You are bound on the termination of your Employment, howsoever terminated , to return to the company all properties of the company in your Possession, including manuals , reports , documents - technical or otherwise , correspondence etc.
6. Though your initial posting will be in Madurai, you are liable to be transferred to any other Division / Department/Location anywhere in INDIA at the Discretion of the Company.



Ponmeni, Thanathavam Road, Near Bypass Road, Madurai - 625003.
Email :info@ashvatthaschool.com Ph. 80124 05555 & 80126 05555
Recognition Code No. 002-13-S-0002-1021

Date: 11th April 2022

Letter No.: AO/08/2022-23

Dear Ms.S.Suriyakala,

With reference to your application, we have the pleasure to appoint you as a Silambham teacher for the academic year 2022 - 2023 under the following conditions:

1. Probationary period is for six months.
2. Notice period of at least 15 days is required from either side, should either party want to terminate the contract during the probation period.
3. You are not entitled to any of the employee benefits or paid leave during this period.
4. After the completion of the probationary period, you will get the permanent appointment letter. This is purely based on your performance during this period.
5. Your salary will be ₹14000 per month with a basic of ₹9266.
6. You are requested to submit the following documents to enable us to complete all official formalities:
 - a. Photocopy of the Aadhar card
 - b. Photocopy of Bank pass book (front page)
 - c. Original degree certificate
 - d. Experience letter (not applicable for freshers)
 - e. Salary certificate (not applicable for freshers)
 - f. Four passport sized photographs
 - g. Police verification certificate
 - h. Covid vaccination certificate

Wishing you all the best!

Principal's Signature with date

P. Jaye Manianna
11.4.22



Ponmeni, Thanathavam Road, Near Bypass Road, Madurai - 625003.
Email :info@ashvatthaschool.com Ph. 80124 05555 & 80126 05555
Recognition Code No. 002-13-S-0002-1021

Date: 11th April 2022

Letter No.: AO/06/2022-23

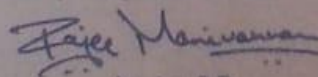
Dear Ms.S.V.Sowmya Sri,

With reference to your application, we have the pleasure to appoint you as a teacher for the academic year 2022 - 2023 under the following conditions:

1. Probationary period is for six months.
2. Notice period of at least 15 days is required from either side, should either party want to terminate the contract during the probation period.
3. You are not entitled to any of the employee benefits or paid leave during this period.
4. After the completion of the probationary period, you will get the permanent appointment letter. This is purely based on your performance during this period.
5. Your salary will be ₹14000 per month with a basic of ₹9266.
6. You are requested to submit the following documents to enable us to complete all official formalities:
 - a. Photocopy of the Aadhar card
 - b. Photocopy of Bank pass book (front page)
 - c. Original degree certificate
 - d. Experience letter (not applicable for freshers)
 - e. Salary certificate (not applicable for freshers)
 - f. Four passport sized photographs
 - g. Police verification certificate
 - h. Covid vaccination certificate

Wishing you all the best!

Principal's Signature with date


11.4.22



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219175113/Chennai/BPS/BTN
Date: 08/08/2022

Ms. P Senthamarai Senthamarai P
89c/W2
Maariyappan Chettiyar Street
Kamayagoundanpatti
Cumbum-625521
Tamilnadu
Tel# -

Dear Ms. P Senthamarai Senthamarai P,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities 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 BPS" for a period of 12 months. During this period you will be paid a stipend of **Rs. 13,000/- 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 proposing your date of joining and signing Annexure 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 Officer/ Induction 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
TCSL/DT20219175113

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
6th Floor B Phase, Spencer Plaza 769, Anna Salai, Chennai - 600 092, India
Ph: +91 44 60164111 Fax 91 44 6616 4050 E-mail: corporate.offices@tcs.com Website: <http://www.tcs.com>
Registered Office: 1st Floor, 100, Park Street, Chennai - 600 005, India



Offer: BUSINESS PROCESS SERVICES Ref:
TCSL/DT20218764399/Chennai/BPS/BTN
Date: 19/08/2022

Ms. JayashreeBaskaran
2/127,
Middle Street,
Kovilpappakudi
Madurai-625018
Tamilnadu

Tel# 91-9865044320

Dear Ms. JayashreeBaskaran,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities 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 BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 13,000/- 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 proposing your date of joining and signing Annexure 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 Officer/ Induction 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.

T CS 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



TCSL/DT20218764399CONSULTANCY SERVICES

Ccnsutuncy

Services Limned

6^B Hoot Phase, Spencer Plan 769, Anna salai, - 0029 india

Pfi.: ⁴4144 66164111 Fax 9t 44 66164050 Floor, E-mail: Nigrnal corpoate.ottia@tcs.com, Building.
Nariman Point. UurnDei Website: 400 t•ugz'twwW.tcs.cm1021 Registered Officegm
corporate No. (CÄN): L22210fEH1995Pccæ47e1



JAYASHREE
SPUN BOND

Mfrs. of Non Woven Fabrics

Regd. Off. : No. 42, Old Kuyavarpalayam Road,
Madurai - 625 009, Tamil Nadu, India.
E-mail: info@jayashreespunbond.com
Web : www.jayashreespunbond.com
GSTIN : 33AAIFJ4747P1ZT
+91 - 93600 91122
+91 - 97895 78884
+91 - 80984 85444

To
Yasmin Banu A
Madurai.

Dear Yasmin Banu A,

Warm greetings of the day!!! Welcome to Jayashree Spun Bond.

It's our pleasure to inform that you have been selected for the post of **Customer Relationship Executive**. The initial package will be **Rs.12000 CTC per month**. After successful completion, package will be revised based upon the evaluation.

Working Hours: 9:00 am to 6:30 pm.

Work Location: Jayashree Spun Bond (Office), No 42, Old kuyavarpalayam road Madurai – 625009.

Date of Joining: 6 July 2022.

Wish you a successful carrier at Jayashree Spun Bond.

Yours faithfully,
For JAYASHREE SPUN BOND

Managing Director

Accepted & Agreed

Name: Yasmin Banu A



JAYASHREE
SPUN BOND

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Regd. Off. : No. 42, Old Kuyavarpalayam Road,
Madurai - 625 009, Tamil Nadu, India.
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Web : www.jayashreespunbond.com
GSTIN : 33AAIF34747P1ZT
+91 - 93600 91122
+91 - 97895 78884
+91 - 80984 85444

To
Rajalakshmi K
Madurai.

Dear Rajalakshmi K,

Warm greetings of the day!!! Welcome to Jayashree Spun Bond.

It's our pleasure to inform that you have been selected for the post of **Customer Relationship Executive**. The initial package will be Rs.12000 CTC per month. After successful completion, package will be revised based upon the evaluation.

Working Hours: 9:00 am to 6:30 pm.

Work Location: Jayashree Spun Bond (Office), No 42, Old kuyavarpalayam road Madurai – 625009.

Date of Joining: 6 July 2022.

Wish you a successful carrier at Jayashree Spun Bond.

Yours faithfully,
For JAYASHREE SPUN BOND

Managing Director

Accepted & Agreed

Name: Rajalakshmi K



JAYASHREE
SPUN BOND

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E-mail: info@jayashreespunbond.com
Web : www.jayashreespunbond.com
GSTIN : 33AAIF34747P1ZT
+91 - 93600 91122
+91 - 97895 78884
+91 - 80984 85444

To
Karthiga S
Madurai.

Dear Karthiga S,

Warm greetings of the day!!! Welcome to Jayashree Spun Bond.

It's our pleasure to inform that you have been selected for the post of **Customer Relationship Executive**. The initial package will be **Rs.12000 CTC per month**. After successful completion, package will be revised based upon the evaluation.

Working Hours: 9:00 am to 6:30 pm.

Work Location: Jayashree Spun Bond (Office), No 42, Old kuyavarpalayam road Madurai - 625009.

Date of Joining: 6 July 2022.

Wish you a successful carrier at Jayashree Spun Bond.

Yours faithfully,
For JAYASHREE SPUN BOND

Managing Director

Accepted & Agreed

Name: Karthiga S



JAYASHREE
SPUN BOND

Mfrs. of Non Woven Fabrics

Regd. Off. : No. 42, Old Kuyavarpalayam Road,
Madurai - 625 009, Tamil Nadu, India.
E-mail: info@jayashreespunbond.com
Web : www.jayashreespunbond.com
GSTIN : 33AAJF347P1ZT
+91 - 93600 91122
+91 - 97895 78884
+91 - 80984 85444

To
Supraja K
Madurai.

Dear Supraja K,

Warm greetings of the day!!! Welcome to Jayashree Spun Bond.

It's our pleasure to inform that you have been selected for the post of **Customer Relationship Executive**. The initial package will be **Rs.12000 CTC per month**. After successful completion, package will be revised based upon the evaluation.

Working Hours: 9:00 am to 6:30 pm.

Work Location: Jayashree Spun Bond (Office), No 42, Old kuyavarpalayam road Madurai – 625009.

Date of Joining: 6 July 2022.

Wish you a successful carrier at Jayashree Spun Bond.

Yours faithfully,
For JAYASHREE SPUN BOND

Managing Director

Accepted & Agreed

Name: Supraja K



JAYASHREE
SPUN BOND

Mfrs. of Non Woven Fabrics

Regd. Off. : No. 42, Old Kuyavarpalayam Road,
Madurai - 625 009, Tamil Nadu, India.
E-mail : info@jayashreespunbond.com
Web : www.jayashreespunbond.com
GSTIN : 33AAIFM747P1ZT
☎ 03680 91122
☎ 03680 70804
☎ 80904 85444

To
Prabha P
Madurai.

Dear Prabha P,

Warm greetings of the day!!! Welcome to Jayashree Spun Bond.

It's our pleasure to inform that you have been selected for the post of **Customer Relationship Executive**. The initial package will be **Rs.12000 CTC per month**. After successful completion, package will be revised based upon the evaluation.

Working Hours: 9:00 am to 6:30 pm.

Work Location: Jayashree Spun Bond (Office), No 42, Old kuyavarpalayam road Madurai – 625009.

Date of Joining: 6 July 2022.

Wish you a successful carrier at Jayashree Spun Bond.

Yours faithfully,
For JAYASHREE SPUN BOND

Managing Director

Accepted & Agreed

Name: Prabha P



JAYASHREE
SPUN BOND

Mfrs. of Non Woven Fabrics

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Madurai - 625 009, Tamil Nadu, India.
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Web : www.jayashreespunbond.com
GSTIN : 33AAIF34747P1ZT
+91 - 93600 91122
+91 - 97895 78884
+91 - 85984 85444

To
Dharshini A
Madurai.

Dear Dharshini A,

Warm greetings of the day!!! Welcome to Jayashree Spun Bond.

It's our pleasure to inform that you have been selected for the post of **Customer Relationship Executive**. The initial package will be **Rs.12000 CTC per month**. After successful completion, package will be revised based upon the evaluation.

Working Hours: 9:00 am to 6:30 pm.

Work Location: Jayashree Spun Bond (Office), No 42, Old kuyavarpalayam road Madurai – 625009.

Date of Joining: 6 July 2022.

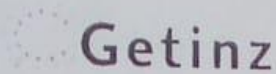
Wish you a successful carrier at Jayashree Spun Bond.

Yours faithfully,
For JAYASHREE SPUN BOND

Accepted & Agreed

Managing Director

Name: Dharshini A



Getinz Techno Service

Phone Number: 759 8397 06

GSTIN: 33AAQFG2401B1Z

Email Id: info@getinz.com

www.getinz.com

To,

04.07.2022

Mahalakshmi M

APPOINTMENT LETTER

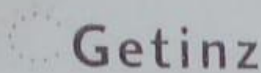
Dear Mahalakshmi,

This has reference to your application and the subsequent discussions you had with us on the following terms and conditions at the time of Interview

1. **Position:** You are being appointed as "Junior Talent Acquisition"
2. Work location will be Madurai.
3. Your date of joining **04.07.2022**.
4. **Compensation and Benefits:** You will receive compensation of **Rs.1,44,000/- CTC per annum**. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. Upon completion of 3 months from the date of joining, the employee will be provided with Insurance coverage.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in Chennai, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work.
6. **Probation:** You will be on probation for a period of 3 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. In case if you are not performing well, company has right to terminate you or no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.
7. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.
8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 2 months' notice or salary in lieu thereof is given. Upon submission of all company assets, reliving will commence and final settlement will follow.

Corporate Office: 2nd Floor, No. 4/210, Old Mahabalipuram Road, Kandhanchavadi, Chennai, Tamil Nadu 600096

Registered Office: 1st Floor, No. 184, North Vel, St. Marthas, Tamil Nadu 605001



Getinz Techno Services

Phone Number: 759 8397 005

GSTIN: 33AAQFG2401B1Z2

Email Id: info@getinz.com

www.getinz.com

04.07.2022

To,

Rajadharshini R

APPOINTMENT LETTER

Dear Rajadharshini,

This has reference to your application and the subsequent discussions you had with us on the following terms and conditions at the time of interview

1. **Position:** You are being appointed as "Junior Talent Acquisition".
2. Work location will be Madurai.
3. Your date of joining **04.07.2022**.
4. **Compensation and Benefits:** You will receive compensation of **Rs.1,44,000/- CTC per annum**. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. Upon completion of 3 months from the date of joining, the employee will be provided with insurance coverage.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in Chennai, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work.
6. **Probation:** You will be on probation for a period of 3 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. In case if you are not performing well, company has right to terminate you or no confirmation is made in writing at the end of the probationary period. It will be deemed to have been extended until the company confirms you in writing.
7. During the probation period either party may terminate this agreement by giving 15 days' notice or salary in lieu thereof is given.
8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 2 months' notice or salary in lieu thereof is given. Upon submission of all company assets, reliving will commence and final settlement will follow.

Corporate Office : 2nd Floor, No. 4/210, Old Mahabalipuram Road, Kandanchavasi, Chennai, TamilNadu 600046

Registered Office: 1st Floor, No. 184, North Veli St, Madurai, TamilNadu 625001



QMIS_Offer Acceptance Letter_Ms. Manisha Devi

1 message

HR Manager <hrmanager@queenmira.com>

Thu, May 5, 2022 at 10:42

To: manishadevi1606@gmail.com <manishadevi1606@gmail.com>

Cc: Abinath Chandran <managingdirector@queenmira.com>, director academics <director.academics@queenmira.com>,

Joint Director <jointdirector.admin@queenmira.com>, Drbeenajoice marimuthu <drbeenajoicemarimuthu@queenmira.com>

HR Executive <hrexecutive@queenmira.com>, L&OD Executive <lnodexecutive@queenmira.com>

Dear Ms. Manisha Devi S

With reference to your application and subsequent interview, we are pleased to offer you the position of **Accountant** and your date of joining will be as mutually agreed.

Your gross salary will be **Rs.11,000/- per month** (Rupees Eleven Thousand Only).

We will issue a detailed Offer Letter on the date of your joining. We expect you to join us on **01st July 2022** beyond which the offer would stand withdrawn unless we mutually agree upon a new date in writing.

We welcome you to be part of the QMIS family and look forward to a long-term association. You are expected to acknowledge this mail on or before 20.05.2022 as your acceptance.

For any clarifications, please feel free to reach us.

Regards,

Jayalakshmi J
Manager - HR
Queen Mira International School
Madurai-625019
TamilNadu,India
Ph: 8072448283
Visit us @ www.queenmira.com



QMIS_Offer Acceptance Letter_Ms. Deepika

4 messages

HR Manager <hrmanager@queenmira.com>

Thu, 5 May, 2022 at 10:39 am

To: deepikaprema2@gmail.com <deepikaprema2@gmail.com>

Cc: Abinath Chandran <managingdirector@queenmira.com>, director academics <director.academics@queenmira.com>, Joint Director <jointdirector.admin@queenmira.com>, Drbeenajoice marimuthu <drbeenajoice marimuthu@queenmira.com>, HR Executive <hr executive@queenmira.com>, L&OD Executive <lnod executive@queenmira.com>

Dear Ms. Deepika K

With reference to your application and subsequent interview, we are pleased to offer you the position of **Accountant** and your date of joining will be as mutually agreed.

Your gross salary will be **Rs.11,000/- per month** (Rupees Eleven Thousand Only).

We will issue a detailed Offer Letter on the date of your joining. We expect you to join us on **01st July 2022** beyond which the offer would stand withdrawn unless we mutually agree upon a new date in writing.

We welcome you to be part of the QMIS family and look forward to a long-term association. You are expected to acknowledge this mail on or before 20.05.2022 as your acceptance.

For any clarifications, please feel free to reach us.

Regards,

Jayalakshmi J
Manager - HR
Queen Mira International School
Madurai-625019
TamilNadu,India
Ph:8072448283
Visit us @ www.queenmira.com



BODHI
International School
Inside the world's most innovative education school system

Name : Ms.Sivasri Saravanan

Address:

D/O Mr.Saravanan
18/35N, South eri machine street,
Trichy,
Tamilnadu.

Phone : 9080556286

Mail id : sivasrisaravanan999@gmail.com

Date: 01/06/2022

Letter of Appointment

Dear **Ms.Sivasri Saravanan**

Congratulations! This is with reference to your acceptance of Letter of Appointment issued by us. We, at **Bodhi International School (Managed by Vaanavil Educational Foundation)** are pleased to appoint you in our Institution on the following terms and conditions:

- 1) You will be designated as **P.G.T Teacher**.
- 2) Your date of appointment is effected from the date of joining which shall be on **06/06/2022**.
- 3) Your annual CTC will be **Rs.132000/-**
- 4) You will be in probation for One Year from your date of joining in the institution. During the period of probation your performance shall be continuously monitored as per the performance evaluation process in the institution. On completion of the probation period, based on your performance, if the institution finds you to be suitable for appointed post, your appointment shall be confirmed and communicated to you in writing. If your performance during the period has not been satisfactory your probation may be extended.
- 5) You shall be eligible for other benefits related to leaves, holidays, perquisites etc., in accordance with the prevailing terms of employment in the institution. Not with standing the above, the

Sakthi nagar, Azhagapuri Bus stop, Madurai - Thondi Main road, Kollangudi
Kalaiyarkovil town, Sivaganga - 630 551.

www.bodhischool.org

ARAVIND EYE HOSPITAL

& POSTGRADUATE INSTITUTE OF OPHTHALMOLOGY

Run by Govet Trust
Affiliated to The Tamil Nadu Dr. MGR Medical University, Chennai

MADURAI

1, Anna Nagar, Madurai 625 020, Tamil Nadu, India
Phone: 0452-435 6100; Fax: 91-452-253 0984

PRINCIPAL: DR. R. RATHINAM, DNB, PH.D, FAMS
CHIEF MEDICAL OFFICER: DR. R. KIM, DO, DNB
HEAD OF THE DEPARTMENT: DR. N. VENKATESH PRAJNA, DNB, FRCO

ARAVIND EYE CARE SYSTEM

CHAIRMAN & DIRECTOR - QUALITY Dr. R.D. Ravindran, MS, DO	DIRECTOR - HUMAN RESOURCES Dr. S.R. Krishnadas, DO, DNB
CHAIRMAN - EMERITUS & DIRECTOR - RESEARCH Dr. P. Namperumalsamy, MS, FAMS	DIRECTOR - INFORMATION TECHNOLOGY Dr. R. Kim, DO, DNB
DIRECTORS - EMERITUS Dr. G. Natchiar, MS, DO Dr. M. Srinivasan, MS, DO, FAMS	DIRECTOR - FINANCE & ACADEMICS Dr. N. Venkatesh Prajna, DNB, FRCO
DIRECTOR - OPERATIONS R.D. Thulasiraj, MBA	DIRECTOR - PROJECTS Dr. S. Aravind, MS, MBA

AEH/MDU/HR/ADMN/22/07- 41

09th July, 2022

Ms. Deepika Deepthi A
1 A, Aruppukottai Main Road
Parapathi
Thirupparakundaram Taluk
Madurai - 625022

Dear Ms. Deepika Deepthi,

Welcome to Aravind Family!

This is in response to your personal interview you had with us. We are pleased to inform that you have been selected as "Admin Asst." in the **Department of Stores** at Aravind Eye Hospital, Madurai.

The terms and conditions of your appointment are as below:

Probation : One Year. You will be paid a **monthly Stipend of Rs.11,000/.** Your performance will be reviewed after one year. On successful completion of the probation period, your service will be confirmed subject to your performance.

Leave : 21 days. Leave will be calculated from 1st April to 31st March.

Working hours : 09:00 am to 06:30 pm.

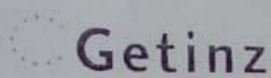
Date of Joining : **11th July 2022**

Location of Job : Department of Stores

Reporting to : **Ms. Sigappi PR. – Manager, Stores**



ARAVIND EYE CARE SYSTEM



Getinz Techno Services

Phone Number: 759 8397 005

GSTIN: 33AAQFG240181Z2

Email Id: info@getinz.com

www.getinz.com

04.07.2022

To,

Sajini Jeyaseeli U

APPOINTMENT LETTER

Dear Sajini Jeyaseeli,

This has reference to your application and the subsequent discussions you had with us on the following terms and conditions at the time of interview.

1. **Position:** You are being appointed as "Junior Talent Acquisition".

2. **Work location** will be Madurai.

3. Your date of joining **04.07.2022**.

4. **Compensation and Benefits:** You will receive compensation of **Rs.1,20,000/- CTC per annum**. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. Upon completion of 3 months from the date of joining, the employee will be provided with insurance coverage.

5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in Chennai, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work.

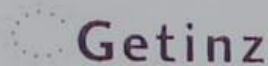
6. **Probation:** You will be on probation for a period of 3 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. In case if you are not performing well, company has right to terminate you or no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

7. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.

8. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 2 months' notice or salary in lieu thereof is given. Upon submission of all company assets, reliving will commence and final settlement will follow.

Corporate Office : 2nd Floor, No. 4/210, Old Mahabalipuram Road, Kodambakkam, Chennai, Tamil Nadu - 600096

Registered Office: 1st Floor, No. 184, North West St, Madurai, Tamil Nadu - 625001



Getinz Techno Services

Phone Number: 759-8397-005

GSTIN: 33AAQFG240181Z2

Email Id: info@getinz.com

www.getinz.com

04.07.2022

To,

Neeraja S

APPOINTMENT LETTER

Dear Neeraja,

This has reference to your application and the subsequent discussions you had with us on the following terms and conditions at the time of Interview

1. **Position:** You are being appointed as "Junior Talent Acquisition".

2. Work location will be Madurai.

3. Your date of joining **04.07.2022**.

4. **Compensation and Benefits:** You will receive compensation of **Rs.1,20,000/- CTC per annum**. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. Upon completion of 3 months from the date of joining, the employee will be provided with insurance coverage.

5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in Chennai, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work.

6. **Probation:** You will be on probation for a period of 3 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. In case if you are not performing well, company has right to terminate you or no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

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Corporate Office : 2nd Floor, No. 4/210, Old Mahaballipuram Road, Kandanchavadi, Chennai, TamilNadu 600096

Registered Office : 1st Floor, No. 184, North Veli St, Madurai, TamilNadu 625001

Appointment LetterDate: 27th June 2022

Dear Ms.K.L.Pavithra

With reference to your interest in taking up a full time employment with KidssTalk Private Limited.(hereinafter referred to as the "Company") and the discussions we had, we are pleased to offer you an employment offer letter for the post of "**Fashion Consultant**", with a package of **Rs.12,000/- as Gross Per Month**

To help ".KIDSSTALK PRIVATE LIMITED.," its accelerated growth plan, we would appreciate you, joining us on (or) any day but not later than 18/07/22. You are required to report at 09:30 AM on the joining date at our mentioned below office address: Should you need any clarification, please feel free to contact our Team on Tel: +91-9500441186.

KIDSSTALK PRIVATE LIMITED- Chinna Chokkikulam, Madurai**You are requested to submit the following documents/certificates at the time of joining:**

- Any One original will be kept on hold and will be returned during the time of exit
- One set of photocopies of all the academic certificates
- Names and addresses of two references who are not related to you.
- Four latest passport photographs.
- Two photocopy of your photo identification proof (Driving license, Voter ID Card, Pan card).
- One photocopy of your Address proof (Rental Agreement, Driving license, Voter ID Card, Ration card).

Your appointment will be monitored by the following the terms & conditions of the organization, listed below for your reference

- You will be under probation period for 3 months and your confirmation will be purely based on your performance
- ID cards should be worn during working hours.
- 45 Minute Lunch hour break is given for all employee
- Attendance has to be punched in Bio-metric machine & also noted down in attendance register manually.
- Your service will be liable to transferred within the branches or for any other location, which is purely based on the sole discretion of Management.

17, Kamala 2nd Street,
Chinnachokkikulam,
Madurai-625 002.
Ph: 0452-4360452, 4502452Vishaal De Mail,
1st Floor, 101, Gokhale Road,
Madurai-625 002
Ph. 0452-4345452256 u.1, Bye pass Road
Near Guru Theater
Madurai - 625 016
Ph. 0452-4361452No. 251, Church Road
8th Cross Road, Anna Nagar
Madurai - 625 020
Ph. 0452-4362452

Appointment LetterDate: 27th June 2022

Dear Ms.VidyaSri

With reference to your interest in taking up a full time employment with KidssTalk Private Limited.(hereinafter referred to as the "Company") and the discussions we had, we are pleased to offer you an employment offer letter for the post of "**Fashion Consultant**", with a package of **Rs.12,000/- as Gross Per Month**

To help "KIDSSTALK PRIVATE LIMITED.," its accelerated growth plan, we would appreciate you, joining us on (or) any day but not later than 18/07/22. You are required to report at 09:30 AM on the joining date at our mentioned below office address: Should you need any clarification, please feel free to contact our Team on Tel: +91-9500441186.

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- One set of photocopies of all the academic certificates
- Names and addresses of two references who are not related to you.
- Four latest passport photographs.
- Two photocopy of your photo identification proof (Driving license, Voter ID Card, Pan card).
- One photocopy of your Address proof (Rental Agreement, Driving license, Voter ID Card, Ration card).

Your appointment will be monitored by the following the terms & conditions of the organization, listed below for your reference

- You will be under probation period for 3 months and your confirmation will be purely based on your performance
- ID cards should be worn during working hours.
- 45 Minute Lunch hour break is given for all employee
- Attendance has to be punched in Bio-metric machine & also noted down in attendance register manually.
- Your service will be liable to transferred within the branches or for any other location, which is purely based on the sole discretion of Management.

17, Kamala 2nd Street,
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Madurai-625 002
Ph. 0452 - 4360452, 4502452Vishaal De Mail,
1st Floor, 101, Gokhale Road,
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Ph. 0452 - 4345452256 J.1, Bye pass Road
Near Guru Theater
Madurai - 625 016
Ph. 0452 - 4361452No. 23rd Church Road
5th Cross Road Anna Nagar
Madurai - 625 020
Ph. 0452 - 4360452

Ref.

Date: 15-07-2022

15th July 2022

Dear Roshana begum,

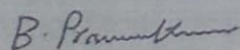
We are delighted to offer you employment with Sai Technologies as Junior Programmer. We would like to take this opportunity to thank you for choosing to work with us. We look forward to working closely with you and together we are sure we can make this business a tremendous success.

I on behalf of my team would like to take this opportunity to welcome you in to Sai Technologies family once again and we look forward to you building a rewarding and successful career with us.

Job title and Start date : Junior Programmer and 15th July 2022

You, Roshana begum is employed by Sai Technologies as Junior Programmer with effect from 15th July 2022. No employment with a previous employer counts as part of your continuous employment for the purpose of employment legislation, which commenced on 15th July 2022.

Yours sincerely,



Praveen Kumar

HR Manager

Sai Technologies

Ref.

Date: 15-07-2022

Brief details of your employment terms are outlined below.

Salary:

Your annual fixed pay will be INR 1,20,000.00 (One Lakh Twenty Thousand only) payable monthly in arrears. This will be given on or before the 10th of every month.

Probation:

The first six months of your employment will be probationary.

Conditional Offer:

Your appointment with Sai Technologies is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience and any criminal records;
- Receipt of any criminal records;
- You're not being subject to any obligation whether under a contract of employment or otherwise which would in any way restrict your ability to undertake or perform your duties with Sai Technologies;
- Achieving and Maintaining an acceptable standard for compliance purposes;

Confidentiality of Proprietary Information:

Employee agrees, during or after the term of this employment, not to reveal confidential information, or trade secrets to any person, firm, corporation, or entity. Should Employee reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining the Employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against the Employee for a breach or threatened breach of this condition, including the recovery of damages from the Employee.

Non Performance Termination

The company is set forth the rules to terminate the Employee by giving one week notice due to Nonperformance, poor attendance record, misuse of company property and certain other factors.

Ref.

Date

1st July 2022

Dear Abhirami,

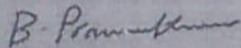
We are delighted to offer you employment with Sai Technologies as Junior Programmer. We would like to take this opportunity to thank you for choosing to work with us. We look forward to working closely with you and together we are sure we can make this business a tremendous success.

I on behalf of my team would like to take this opportunity to welcome you in to Sai Technologies family once again and we look forward to you building a rewarding and successful career with us.

Job title and Start date : Junior Programmer and 1st July 2022

You, Abhirami is employed by Sai Technologies as Junior Programmer with effect from 1st July 2022. No employment with a previous employer counts as part of your continuous employment for the purpose of employment legislation, which commenced on 1st July 2022

Yours sincerely,



Praveen Kumar

HR Manager

Sai Technologies

Ref.

Date: 15-07-2022

Brief details of your employment terms are outlined below.

Salary:

Your annual fixed pay will be INR 1,20,000.00 (One Lakh Twenty Thousand only) payable monthly in arrears. This will be given on or before the 10th of every month.

Probation:

The first six months of your employment will be probationary.

Conditional Offer:

Your appointment with Sai Technologies is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience and any criminal records;
- Receipt of any criminal records;
- You're not being subject to any obligation whether under a contract of employment or otherwise which would in any way restrict your ability to undertake or perform your duties with Sai Technologies;
- Achieving and Maintaining an acceptable standard for compliance purposes;

Confidentiality of Proprietary Information:

Employee agrees, during or after the term of this employment, not to reveal confidential information, or trade secrets to any person, firm, corporation, or entity. Should Employee reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining the Employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against the Employee for a breach or threatened breach of this condition, including the recovery of damages from the Employee.

Non Performance Termination

The company is set forth the rules to terminate the Employee by giving one week notice due to Nonperformance, poor attendance record, misuse of company property and certain other factors.

Ref.

Date _____

1st July 2022

Dear Sharu Lakshmi,

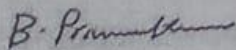
We are delighted to offer you employment with Sai Technologies as Junior Programmer. We would like to take this opportunity to thank you for choosing to work with us. We look forward to working closely with you and together we are sure we can make this business a tremendous success.

I on behalf of my team would like to take this opportunity to welcome you in to Sai Technologies family once again and we look forward to you building a rewarding and successful career with us.

Job title and Start date : Junior Programmer and 1st July 2022

You, Sharu Lakshmi is employed by Sai Technologies as Junior Programmer with effect from 1st July 2022. No employment with a previous employer counts as part of your continuous employment for the purpose of employment legislation, which commenced on 1st July 2022

Yours sincerely,



Praveen Kumar

HR Manager

Sai Technologies

Date _____

Brief details of your employment terms are out lined below.

Salary:

Your annual fixed pay will be INR 1,20,000.00 (One Lakh Twenty Thousand only) payable monthly in arrears. This will be given on or before the 10th of every month.

Probation:

The first six months of your employment will be probationary.

Conditional Offer:

Your appointment with Sai Technologies is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience and any criminal records;
- Receipt of any criminal records;
- You're not being subject to any obligation whether under a contract of employment or otherwise which would any way restrict your ability to undertake or perform your duties with Sai Technologies;
- Achieving and Maintaining an acceptable standard for compliance purposes;

Confidentiality of Proprietary Information:

Employee agrees, during or after the term of this employment, not to reveal confidential information, or trade secrets to any person, firm, corporation, or entity. Should Employee reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining the Employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against the Employee for a breach or threatened breach of this condition, including the recovery of damages from the Employee.

Non Performance Termination

The company is set forth the rules to terminate the Employee by giving one week notice due to Nonperformance, poor attendance record, misuse of company property and certain other factors.

APPOINTMENT ORDER – "TRAINEE"

No. : AGR/HRE-MP/2022-23
Date : 23.06.2022

Smt.V.Arockiya Julie
D/o Mr.Vincent David
No.21/1 Meenakshi Mill old colony
Chettiyar line Vasantha Nagar,
Madurai-625003

Dear Arockiya Julie,

1. The company offers to engage you as a "Stipend Paid Trainee" for a period of 12 months from the date of your reporting for the training.
2. You will be initially posted for training in our Registered Office and will be trained on various aspects of business handling like attending to FAQ, receiving, and reading email from various customers, RFQ, etc.
3. You will be paid a stipend of Rs.10000/- per month.
4. You are expected to devote your entire time in learning the skill required to execute the work in an acceptable manner.
5. As a part of learning, you will be assigned special work by the Office Manager from time to time.
6. You may, if required, be advised to learn the connected work in the factory situated at Sempatti, Dindigul District. During such days, you will be eligible for reimbursement of actual bus fare.
7. On completion of six months of training or at any time in between, you will be assessed on the progress of learning, your attitude and interest. If the management finds your progress is not satisfactory, then, your training may be terminated at once. A similar assessment will be done on the twelfth month.
8. The training, if required will be extended by another six months finally.
9. On completion of 12 months as above, the training will come to an end automatically and by the efflux of time.
10. Please note this is a special offer to learn the skill required in an industry/establishment and has no guarantee for absorption on the rolls of the company on completion of the training.
11. You will not be eligible to any other allowances or perquisites, which other regular employees are entitled to, including bonus. As you are Trainee and not one on the rolls of the company and paid stipend only that too to learn the skill, you will not be covered under any law like EPF, etc.

Office:

Arkay Glenrock Private Limited
"Meenakshi" Aswini Street, Duraisamy Nagar,
V-pass Road, Madurai - 625 016, Tamilnadu, India
+91 452 4354000 / 4355000
india@arkayglenrock.com www.arkayglenrock.com

Factory:

Arkay Glenrock Private Limited
7/23 B, Nilakottai Road, Near Sempatti,
Pachamalayankottai - 624 707,
Dindigul District, Tamilnadu, India
agr@arkayglenrock.com

Ref.

Date

1st July 2022

Dear Heephasri,

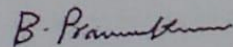
We are delighted to offer you employment with Sai Technologies as Junior Programmer. We would like to take this opportunity to thank you for choosing to work with us. We look forward to working closely with you and together we are sure we can make this business a tremendous success.

I on behalf of my team would like to take this opportunity to welcome you in to Sai Technologies family once again and we look forward to you building a rewarding and successful career with us.

Job title and Start date : Junior Programmer and 1st July 2022

You, Heephasri is employed by Sai Technologies as Junior Programmer with effect from 1st July 2022. No employment with a previous employer counts as part of your continuous employment for the purpose of employment legislation, which commenced on 1st July 2022

Yours sincerely,



Praveen Kumar

HR Manager

Sai Technologies

Ref.

Date

Brief details of your employment terms are out lined below.

Salary:

Your annual fixed pay will be INR 84,000.00 (Eighty Four Thousand only) payable monthly in arrears. This will be given on or before the 10th of every month.

Probation:

The first six months of your employment will be probationary.

Conditional Offer:

Your appointment with Sai Technologies is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience and any criminal records;
- Receipt of any criminal records;
- You're not being subject to any obligation whether under a contract of employment or otherwise which would any way restrict your ability to undertake or perform your duties with Sai Technologies;
- Achieving and Maintaining an acceptable standard for compliance purposes;

Confidentiality of Proprietary Information:

Employee agrees, during or after the term of this employment, not to reveal confidential information, or trade secrets to any person, firm, corporation, or entity. Should Employee reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining the Employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against the Employee for a breach or threatened breach of this condition, including the recovery of damages from the Employee.

Non Performance Termination

The company is set forth the rules to terminate the Employee by giving one week notice due to Nonperformance, poor attendance record, misuse of company property and certain other factors.

Ref.

Date 15-07-2022

1st July 2022

Dear Latha,

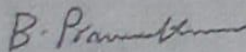
We are delighted to offer you employment with Sai Technologies as Junior Programmer. We would like to take this opportunity to thank you for choosing to work with us. We look forward to working closely with you and together we are sure we can make this business a tremendous success.

I on behalf of my team would like to take this opportunity to welcome you in to Sai Technologies family once again and we look forward to you building a rewarding and successful career with us.

Job title and Start date : Junior Programmer and 1st July 2022

You, Latha is employed by Sai Technologies as Junior Programmer with effect from 1st July 2022. No employment with a previous employer counts as part of your continuous employment for the purpose of employment legislation, which commenced on 1st July 2022

Yours sincerely,



Praveen Kumar

HR Manager

Sai Technologies

Ref:

Date 15-07-2022

Brief details of your employment terms are out lined below.

Salary:

Your annual fixed pay will be **INR 84,000.00** (Eighty Four Thousand only) payable monthly in arrears. This will be given on or before the 10th of every month.

Probation:

The first six months of your employment will be probationary.

Conditional Offer:

Your appointment with Sai Technologies is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience and any criminal records;
- Receipt of any criminal records;
- You're not being subject to any obligation whether under a contract of employment or otherwise which would any way restrict your ability to undertake or perform your duties with Sai Technologies;
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Non Performance Termination

The company is set forth the rules to terminate the Employee by giving one week notice due to Nonperformance, poor attendance record, misuse of company property and certain other factors.

Ref.

Date 15-07-2022

1st July 2022

Dear Muthamil,

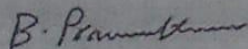
We are delighted to offer you employment with Sai Technologies as Junior Programmer. We would like to take this opportunity to thank you for choosing to work with us. We look forward to working closely with you and together we are sure we can make this business a tremendous success.

I on behalf of my team would like to take this opportunity to welcome you in to Sai Technologies family once again and we look forward to you building a rewarding and successful career with us.

Job title and Start date : Junior Programmer and 1st July 2022

You, Muthamil is employed by Sai Technologies as Junior Programmer with effect from 1st July 2022. No employment with a previous employer counts as part of your continuous employment for the purpose of employment legislation, which commenced on 1st July 2022

Yours sincerely,



Praveen Kumar

HR Manager

Sai Technologies

Date 15-07-2020

Brief details of your employment terms are out lined below.

Salary:

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- Receipt of any criminal records;
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