FATIMA COLLEGE
(Autonomous)
Affiliated to Madurai Kamaraj University
Re-Accredited with 'A++' by NAAC (Cycle - IV)
Mary Land, Madurai - 625018, Tamil Nadu

Annual Quality Assurance Report (AQAR)

2023-2024

5.2.1 Number of outgoing students who got placement during the year 2023-2024

AVASOFT
SHAPING NEXT GEN

March 2024

Ms. Swetha. M
4/98,Nethaji Street,
Kurinji nagar,Athikulam,
Madurai-625014

Dear Swetha,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. **600000** CTC per annum is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be **Rs. 600000** subject to Tax deduction. Further details are furnished in Annexure-1

Confidentiality and Non Disclosure

You are required to maintain the highest level of confidentiality regarding the company's affairs. This includes keeping all information, instruments, documents, and any other materials related to the company that you become aware of during your assessment period. Furthermore, you must not disclose any confidential information in accordance with the **"Non-disclosure and Confidentiality Policy"**.

AVASOFT
SHAPING NEXT GEN

February 2024

Ms. Seetai chitradevi S
123, 236, Munichalai main road
Ismailpuram 9th street oppo.
Madurai- 625009

Dear Seetai,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. **500000** CTC per annum is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be **Rs. 500000** subject to Tax deduction. Further details are furnished in Annexure-1

Confidentiality and Non Disclosure

You are required to maintain the highest level of confidentiality regarding the company's affairs. This includes keeping all information, instruments, documents, and any other materials related to the company that you become aware of during your assessment period. Furthermore, you must not disclose any confidential information in accordance with the **"Non-disclosure and Confidentiality Policy"**.

4

Madura Coats Private Limited
Registered Office
Unit 3 & 4, 3rd Floor, Navigator Building,
International Tech Park Bangalore,
Whitefield Road, Bangalore 560066, INDIA

Tel: +91 99004 05001
coatsindia@coats.com

CIN: U18102KA1974FTC047421
GST: 29AABCM8279K1ZR

4th April 2024

Ms. Bhavani D S
5/1, Sourashtra Puram,
2nd Street, Villapuram,
Madurai - 625012.

Offer Letter

Dear Bhavani,

Further to the interview you had with us, we are pleased to offer you the position of **Executive - Logistics**, based at **Ambasamudram**, on following terms & conditions:

Your remuneration will consist of the following:

Pay Group	Components	Amount (Rs.) Per Annum	Amount (Rs.) Per Month
Fixed Salary (A)	Basic Salary	1,80,000	15,000
	Flexible Benefit Allowance	1,62,189	13,516
	Leave Travel Allowance	15,000	
Annual Guaranteed Cash (A)		**3,57,189**	**28,516**
Other Benefits (B)	Company Contribution to Provident Fund	21,600	
	Group Medical Insurance Premium	12,553	
	Gratuity	8,658	
Total CTC (A+B)		**4,00,000**	

Provident Fund

As an Executive, you will become a member of the Madura Coats Managers and Executives Provident Fund. Details of rules of the Managers Provident Fund will be advised to you on your joining the services of the Company. The employee's contribution to this Fund is 12% of Base Salary.

Employee Pension Scheme

You will be required to become a member of the Employee Pension Scheme from the date of your joining the company under Employees' Provident Funds and Miscellaneous Provisions Act, 1952. At present 8.33% of the Base Salary restricted to a maximum salary of Rs.15,000/- per month is to be remitted to the Pension Fund operated by the Central Government of India from out of the employer's contribution to the Provident Fund.

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(84)

Offer: Computer Consultancy
Ref: TCSL/DT20245637251/Chennai
Date: 14/07/2024

Ms. Rosary Nancy J
4-5/7Railar Nagar 5th Street,
Koodal Nagar,
Madurai-625018,
Tamilnadu.
Tel# -

Dear Rosary Nancy 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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y** .You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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

(85)

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20234141152/Chennai
Date: 17/07/2024

Ms. Varshini Muthuraman
25,Indhirani Nagar,1st Street,Mudakkusalai,Madurai-625016,
Near Master Mahal,
Madurai-625016,
Tamilnadu.
Tel# -

Dear Varshini Muthuraman,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y** .You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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

APPOINTMENT LETTER

25.06.2024

STRICTLY PRIVATE AND CONFIDENTIAL

Ms. Dhara,
344, R.S.Mangalam main road,
Salaigramam, Sivaganga -630710.

Dear Dhara,

We are extremely pleased to offer you the position of **"Office Administrator"** in **The Indian Public School** reporting to the **"Coordinator".** The position is offered at **The Indian Public School** in **Madurai,** on the following terms and conditions:

1. Your total compensation value shall be **INR 27355/- (Rupees Twenty Seven Thousand Three Hundred and Fifty Five only) per month**. The compensation structure, benefits and reimbursements as applicable are as per the Annexure-I.
2. Your start date for employment is **25th June 2024** and the place of work will be **Madurai.** Confirmation of this date or earlier should be made at the earliest opportunity.
3. Your normal working hours shall be 8.20 AM to 4.45 PM from Monday to Saturday. However additional and more flexible hours of working including Sundays / Holidays may be expected in performance and deliverance of your duties. These timings are subject to variation as required by the organisation in future.
4. You are required to serve minimum two years with TIPS and the first three months of your employment will constitute a trial/probation period to determine your ability to perform the job. This may be extended at the discretion of the management for such period or periods as may be deemed necessary or you may be relieved from services with a week's notice. After successful completion of the probation, as assessed by the Management, your services shall be confirmed.
5. You are eligible for 10 days of casual leave every year (January – December), which shall be calculated and apportioned based on the date of joining.
6. You are required to submit any of your original highest degree certificates which shall be returned during your disengagement with TIPS after serving a proper notice period.
7. Your reporting structure is susceptible to change as needed from time-to-time in line with the changes in the organisation's needs.
8. Your designation and responsibilities are susceptible to change and shall be revised based on the organisation's need and expectations towards the roles assigned, including but not limited to.
9. You shall be part of TIPS trainings and workshops on a regular basis. As part of employee development and up-skilling policies, TIPS may invest in you by nominating you for in-school and regional workshops conducted by IBO's international faculty, on account of which you will be required to execute a bond which shall bind you with the organisation for two years from the day of training.
10. Any Part-time Staff/ Guest Teacher/ Visiting Faculty are not eligible for vacation salary (April/ May) that is applicable to other regular staff of the organisation as per the employment terms and policies of the organisation (in professional terms).

11. Your notice period will be three months on either side in lieu of which you are liable to pay three months' salary as applicable to the company. However leaving the institution in the mid of academic year is not an accepted practice unless otherwise the situation is of extreme exception. In such cases of extreme exception, the organisation will expect the necessary documents to be submitted by you for verification and action further. Your notice period shall be reviewed at a later date, if the need be.

12. While in our service, you shall not seek or apply for any regular/part-time employment without permission in writing from the management.

13. As per the needs of the organization/ better utility of resources and as decided by the management a staff shall be transferred to another branch of TIPS, shift post of or place or to sister concern whether in existence or which may come into existence hereafter.

14. Denial/Non acceptance/Delay of transfer will not be entertained and decision of the management will be final in case of non-acceptance of transfer.

15. Paid vacation is eligible for staff who would have completed 8 months of continuous service with TIPS as on April 28 of a calendar year.

16. You shall not disclose any information regarding the affairs of the company, which come to your knowledge during the period of service, the disclosure of which is likely to be prejudicial to the company. You are required to sign a non-disclosure agreement as part of your association with TIPS.

17. Leaving the school in the mid of the academic session will not be possible, failing which the staff needs to pay for the period since the beginning of the academic year.

18. Teachers who shall be part of residence provided by the school either inside or outside shall be expected to take evening / weekend classes for residential children on a rotational basis.

19. Submission of the resignation after giving concurrence to continue in the employment continuity circular will not be accepted. However management's decision will be final.

20. As per the staff kid policy, only two children of a staff will be given concession for the fees.

21. If a staff leaves on her own or gets terminated as part of disciplinary measure/ poor conduct / unsatisfactory performance in the mid of an academic year, concession given to the staff's child/children shall cease to exist with immediate effect and if the relieved/terminated staff wants the child/children to continue in TIPS, relieved/terminated staff shall not be eligible for any concession in fees and relieved/terminated staff shall be liable to pay entire fee including registration, security deposit, term fees and other fees as applicable in full and as per the policy of TIPS.

22. Staff who leaves in the middle of an academic year even due to medical reason will have to pay for the damages of the school for finding a replacement. However management's decision will be final.

23. Taxes and deductions such as Income tax, Employees Provident Fund, ESI, Staff Uniform (If applicable) or any other statutory payments would be to your account, through deduction from salary due.

24. You will keep us informed of any change in your residential address, civil or marital status and other such matters.



25. Further, you are required to fulfill the following pre-employment formalities:
    a. Certified copies of academic qualifications mentioned in your resume.
    b. Submission of relieving letter in original from your previous employer, if any;
    c. A satisfactory proof of date of birth.
    d. 2 passport size photograph and 2 stamp size photograph for ID.
    e. Proof of your blood group.
    f. Address proof.

26. Other terms and conditions are set out in the company handbook, which will be made available to you soon. You shall bind yourself to follow the rules and regulations of the company as issued from time to time and presently in force.

Please sign and return the enclosed copy of this letter to signify your acceptance of the position. Your knowledge and experience will ensure that we make a positive start and we are confident that you will make a valuable contribution looking forward.

Yours sincerely,

For The Indian Public School



Authorised Signatory

I have read and understood the above terms of my employment with TIPS and would abide by the instructions guidelines and decisions that are taken by the management from time to time.

Signature: _____

Name: S. Dhara.

Date: 29.07.2024

ANNEXURE – A

Cost to Company Break Up

Name	**Dhara**	
Designation	**Office Administrator**	
Nomenclature	**Monthly(INR)**	**Yearly(INR)**
Basic + DA	14115.00	169380.00
HRA	6050.00	72600.00
Gross Salary	**20165.00**	**241980.00**
Employer PF Component	1835.00	22020.00
Gross Cost to Company	**22000.00**	**264000.00**
	Benefits	
Transport (if applicable)	600.00	7200.00
Accommodation (if applicable)	4000.00	48000.00
Life Insurance Premium	100.00	1200.00
ESI	655.00	7860.00
Total Cost to Company	**27355.00**	**328260.00**

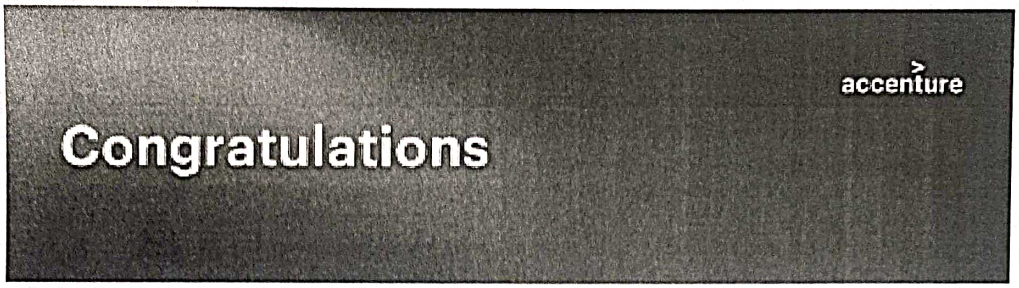
Note:

- From the Gross salary Employee PF component as applicable shall be deducted.
- Benefits are part of the total cost to the company and do not get deducted from employees' monthly salary.
- If the employee does not avail the transportation benefit it shall not be reimbursed back to the employee.(if applicable)
- Accommodation shall be on a shared basis.(if applicable)
- The above mentioned structure is for reference only, ESI/Medical Insurance and PF contribution deductions are subject to change with or without prior notice, as mandated by the Government.
- Deduction for food shall be done from the gross salary if the employee avails food from the campus.(if applicable)
- Self is covered in the life insurance and the coverage value is up to INR 1 Lakh/-.
- From the Gross Salary Employee ESI component (0.75%) shall be deducted.
- 3.25% of the Gross Salary will be paid by the Management as Employer Contribution towards ESI.

Understood and Accepted

Dhara

Date: 29.07.2024.



26 June 2024

C08985854
Kavya Krishnamoorthy
13/A Solaiyappan compound,Alwarpuram,Valgal Vadakarai

Dear Kavya Krishnamoorthy,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature:[redacted]

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 300,000/-**
(B) Variable Bonus earning potential (at maximum 8.5%)	**INR 25,500/-**
Annual Total earning potential (A+B)	**INR 325,500/-**
(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 13,600/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 344,100/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 4,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**

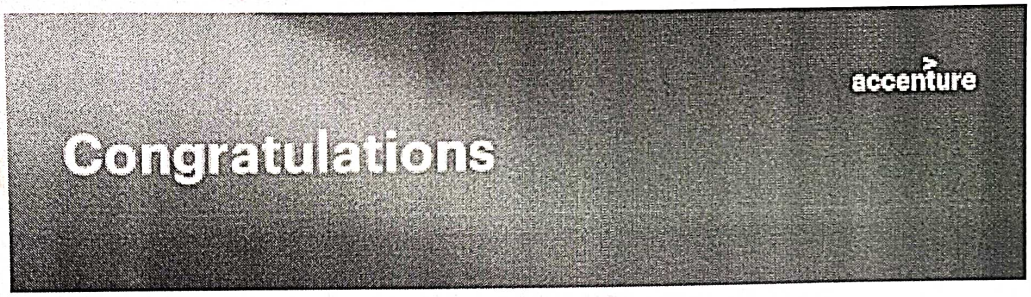
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature:[redacted]



09 April 2024

C06380425
Aanandabhairavee Sundararajan
6, 1st cross street, Bharathidasan street, Balasubramanian Nagar, Thiruparankundram

Dear Aanandabhairavee Sundararajan,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
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Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: S Aanandabhairavee

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 300,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 25,500/-
Annual Total earning potential (A+B)	INR 325,500/-
(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 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 344,200/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Total Cash Compensation Elements

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

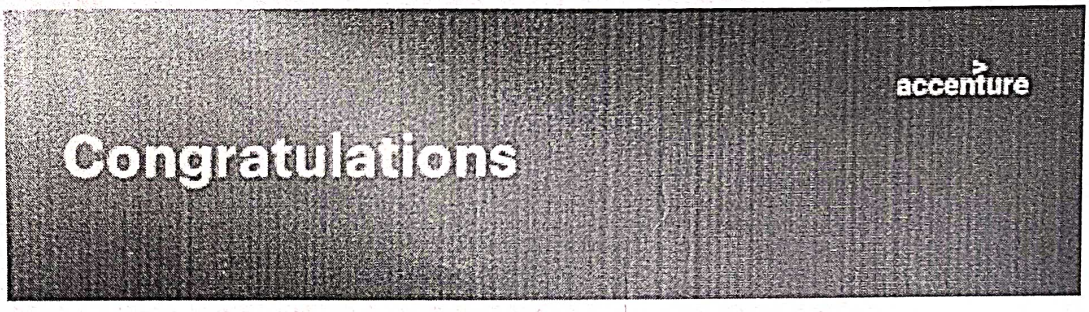
**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature:

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(10)



09 April 2024

C06380445
P Gnanasuja Parthiba Raja
130/F4, Vallalar Ashram Street, Sourastra teachers colony, Anuppanadi, Theppakulam

Dear P Gnanasuja Parthiba Raja,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
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Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: p gnanasuja

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 300,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 25,500/-
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Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 344,200/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation*****

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

***Annual Fixed Compensation includes employer s contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature: p gnanasuja

Congratulations

accenture

10 April 2024

C06380432
Swathika Kandavelan
3/435F, Kamarajar 1st street, Dinamani nagar

Dear Swathika Kandavelan,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 300,000/-**
(B) Variable Bonus earning potential (at maximum 8.5%)	**INR 25,500/-**
Annual Total earning potential (A+B)	**INR 325,500/-**
(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 13,700/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 344,200/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 4,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**

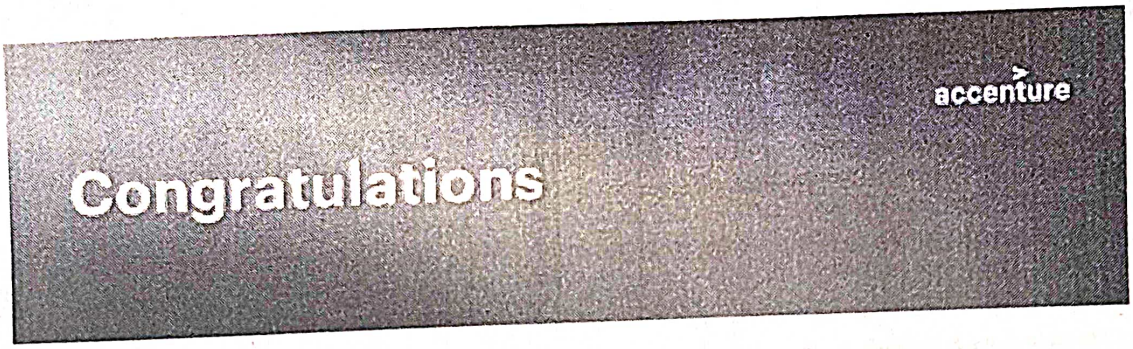
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature:{{Sig_es_:signer1:signature}}



09 April 2024

C06380417
Jaya Dharsheni Thiyagarajan
31 Kothanar second street

Dear Jaya Dharsheni Thiyagarajan,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

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As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: _____

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 300,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 25,500/-
Annual Total earning potential (A+B)	INR 325,500/-
(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 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 344,200/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Total Cash Compensation Elements

Annual Fixed Compensation**

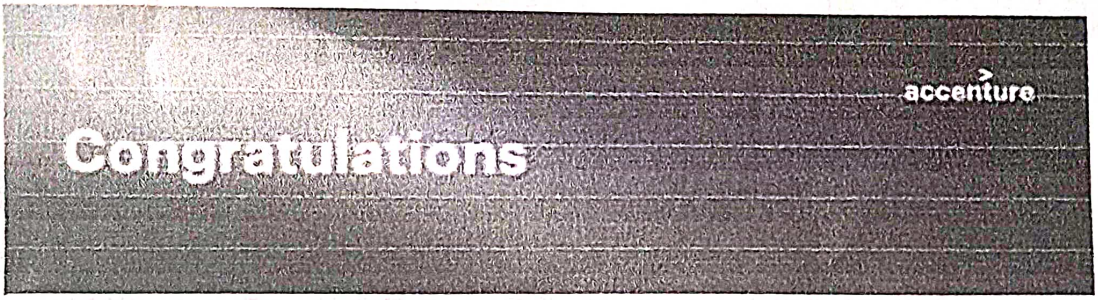
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature:



10 April 2024

C06399242
Abhiseka Sundara Rajan
1-1-20/1 Near government boys higher secondary school, Thathampatti,T.vadipatti.

Dear Abhiseka Sundara Rajan,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
Job Title - Packaged App Development Associate
Job Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

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As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature:

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 300,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 25,500/-
Annual Total earning potential (A+B)	INR 325,500/-
(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 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 344,200/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Total Cash Compensation Elements

Annual Fixed Compensation**

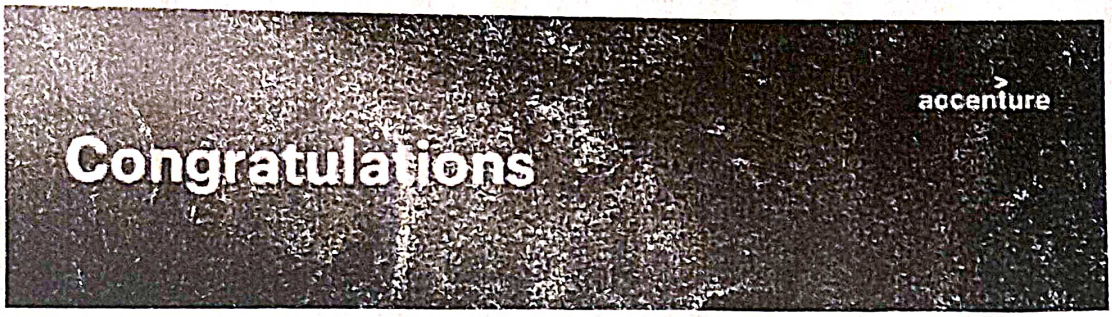
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**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature:[redacted]



10 April 2024

C06399230
Preetha Harini Surya Narayana Moorthy
27/128 Idayapetal street

Dear Preetha Harini Surya Narayana Moorthy,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

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As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: _____

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 300,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 25,500/-
Annual Total earning potential (A+B)	INR 325,500/-
(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 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 344,200/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Total Cash Compensation Elements

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

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**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature: _____

Congratulations

accenture

09 April 2024

C06399260
Varshini Shanmugam
18/7C Vivek Illam,1st main St, thiruvalluvar nagar ,palanganatham,Madurai.

Dear Varshini Shanmugam,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

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Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature:

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 300,000/-**
(B) Variable Bonus earning potential (at maximum 8.5%)	**INR 25,500/-**
Annual Total earning potential (A+B)	**INR 325,500/-**
(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 13,700/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 344,200/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 4,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**

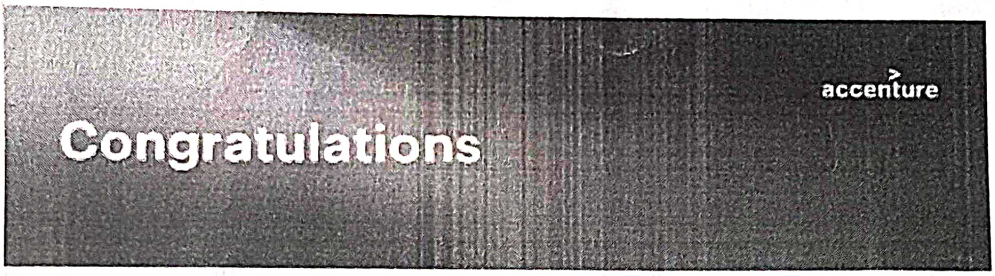
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

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**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature:_____



28 May 2024

C06380464
Amala Renitha B
134C/6, Krishna Street, Sammattipuram, Madurai-625016

Dear Amala Renitha B,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

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Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: B. Amala Renitha

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 800,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 25,500/-
Annual Total earning potential (A+B)	INR 825,500/-
(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 13,600/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 844,100/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4,500/- (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

*Total Cash Compensation Elements

Annual Fixed Compensation**

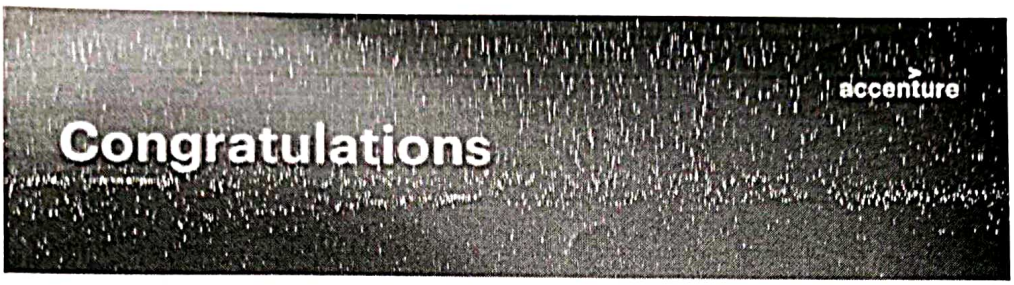
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**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature B. Anuka Rastogi



11 July 2024

C09200973
Dheekshanaa Partheban
D-6 Annalbharath, saran villa, MM Nagar 8th street, thiruppalai

Dear Dheekshanaa Partheban,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

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Candidate's Signature:_____

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 300,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 25,500/-
Annual Total earning potential (A+B)	INR 325,500/-
(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 13,600/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 344,100/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
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*Total Cash Compensation Elements

Annual Fixed Compensation**

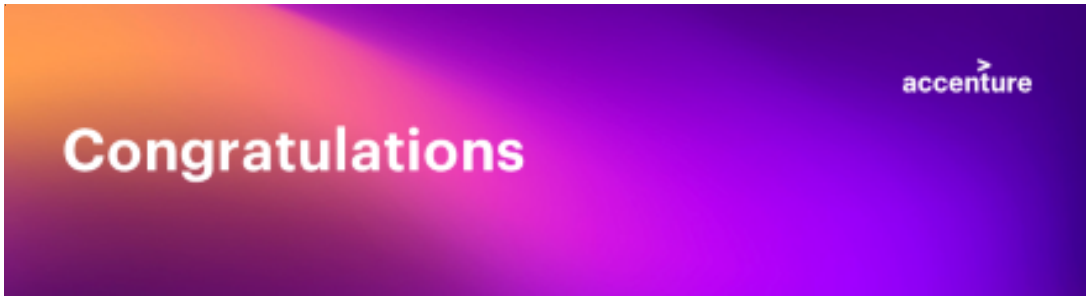
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**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature: [redacted]



05 August 2024

C06380405
Janani Sri Arjusunairaj
SNS Stores, Main road, Ammayanayakknur.

Dear Janani Sri Arjusunairaj,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

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- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature:

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

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 failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

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

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

Candidate's Signature: 

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form 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 & documentation provided by you at the registration stage. You understand and acknowledge that this offer & 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. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Janani, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Mohamed S Althaf at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

Candidate's Signature: Janani Sri (Aug 5, 2024 16:29 GMT+5.5)

ACKNOWLEDGED AND AGREED:

Candidate's Signature 
Janani Sri Arjusunairaj

_____

Date: Aug 5, 2024

Candidate's Signature: 

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 300,000/-**
(B) Variable Bonus earning potential (at maximum 8.5%)	**INR 25,500/-**
Annual Total earning potential (A+B)	**INR 325,500/-**
(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 13,600/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 344,100/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 4,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

Candidate's Signature: Janani Sri | Aug 5, 2024 16:29 GMT+5.5)

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. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. 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 IPB, including but not limited to your individual performance achievements and the Company's performance. 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 IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

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

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer
2. Personal Accident coverage for self, up to three times your annual fixed compensation.

Candidate's Signature: 

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your

Candidate's Signature: 

employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

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

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

Candidate's Signature: 

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature: 

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature: 

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____
Janani Sri Arjusunairaj

Date: Aug 5, 2024

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

Candidate's Signature: 

DocuSign Envelope ID: 2A166072-E77C-480B-9E7E-BF508CAE9955

Deloitte.

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Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Aug 7, 2024

Ms. Anto Mullar Willma James
Ap 366, Kambar Colony, 28th Street, Anna Nagar West,
Chennai, 600040
India

Subject: Offer of Employment

Dear Anto Mullar Willma James:

On behalf of **Deloitte Consulting India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **September 9, 2024**.

You will be required to register with the National Apprenticeship Training Scheme "NATS" as an Apprentice (As defined under the NATS) and the employment confirmation is subject to probation period of 12 months (from **September 9, 2024** to **September 9, 2025**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a end term bonus of **Rs./₹ 32,500/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **September 9, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months and post successful completion of the probation period and confirmation of employment will be governed by the Terms and Conditions as detailed in Annexure B, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Anto Mullar Willma James, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 47EFF8783423414...
Signature

Authorized Signatory

Acceptance

I, **Anto Mullar Willma James**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

07-08-2024
Date

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2024.08.07 07:03:55 -07:00

10

OFFER LETTER

13th April 2024
MDU/ACA/23-24/1071
Ms. P Aarthi
5/2 Ismailpuram 7th Street,
Munichalai,VTC,
Madurai South Po, 625009.

Dear P Aarthi,

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 **June 2024.**

- 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 303552/- (Rupees Three Lakhs Three Thousand and 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,

P.V.

HR Authorised

For The Indian Public School

Chief Executive Officer

Authorised Signatory

Understood and Accepted

P. Aarthi

P Aarthi

Date: 03/05/2024

10 COUNTRIES, 60 SCHOOLS and 1 Global Family

(11)

TIPS

OFFER LETTER

13th April 2024
MDU/ACA/23-24/1072
Ms. Adammal Sushmitha
No. 23, 10/7, East Street,
Tirupparankundram,
Madurai – 625005.

Dear Adammal Sushmitha,

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 **June 2024.**

- 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 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,

P.V.

HR Authorised

For The Indian Public School

Chief Executive Officer

Authorised Signatory

Understood and Accepted

R. Adammal sushmitha

Adammal Sushmitha

Date: 03.05.2024

10 COUNTRIES, 60 SCHOOLS and 1 Global Family

RINEX TECHNOLOGIES PRIVATE LIMITED

Enzyme Tech Park - HSR layout
1st floor 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka 560102
(GSTIN: 29AAKCR7390F1ZU)
(CIN: U74999KA2021PTC143276)
(M)9663454129. Email: placements@rinex.ai

12

May 7, 2024

INTERNSHIP CONFIRMATION LETTER

Subject: Regarding the Internship Confirmation Letter at Rinex

Dear VASAVI T

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of Inside Sales Strategist Intern in Rinex. The effective date of your hire by June 01, 2024

The performance pay for the internship period is up to Rs. 25,000/- per month (15,000/- as a Standard Earnings & upto 10,000/- as Variable Earnings) during Training & Internship period considering the working days as Inside Sales Strategist Interns.

Here are the terms of the Internship while working with Rinex:

- The duration of the internship will be for 2 months from the date of joining. You will have to complete 2 months of mandatory internship period to be eligible for the Internship Certificate.
- In the third month, interns will undergo a one-month probation period following their initial two months of internship.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period,their package as Full Time employee will be 5.2 LPA where 4.2 LPA as a Standard Earnings and 1LPA as a Variable Earnings.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- NOTE: A monthly salary structure requires a mandatory 30-days as working days.
- Intern performance will be evaluated on a regular basis.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Yours Sincerely,

Nirmala D
Talent Acquisition Team
On Behalf of Rinex

Signature

RINEX TECHNOLOGIES PRIVATE LIMITED

RINEX

13

Enzyme Tech Park - HSR layout
1st floor 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka 560102
(GSTIN: 29AAKCR7390F1ZU)
(CIN: U74999KA2021PTC143276)
(M)9663454129. Email: placements@rinex.ai

May 20, 2024

INTERNSHIP CONFIRMATION LETTER

Subject: Regarding the Internship Confirmation Letter at Rinex

Dear N.subashini

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of Inside Sales Strategist Intern in Rinex. The effective date of your hire by June 1, 2024

The performance pay for the internship period is up to Rs. 25,000/- per month (15,000/- as a Standard Earnings & upto 10,000/- as Variable Earnings) during Training & Internship period considering the working days as Inside Sales Strategist Interns.

Here are the terms of the Internship while working with Rinex:

- The duration of the internship will be for 2 months from the date of joining. You will have to complete 2 months of mandatory internship period to be eligible for the Internship Certificate.
- In the third month, interns will undergo a one-month probation period following their initial two months of internship.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period,their package as Full Time employee will be 5.2 LPA where 4.2 LPA as a Standard Earnings and 1LPA as a Variable Earnings.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- NOTE: A monthly salary structure requires a mandatory 30-days as working days.
- Intern performance will be evaluated on a regular basis.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Yours Sincerely,

Nirmala D
Talent Acquisition Team
On Behalf of Rinex

Signature

RINEX TECHNOLOGIES PRIVATE LIMITED

RINEX

14

Enzyme Tech Park - HSR layout
1st floor 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka 560102
(GSTIN: 29AAKCR7390F1ZU)
(CIN: U74999KA2021PTC143276)
(M)9663454129. Email: placements@rinex.ai

May 15, 2024

INTERNSHIP CONFIRMATION LETTER

Subject: Regarding the Internship Confirmation Letter at Rinex

Dear Priyadhashini N

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of Inside Sales Strategist Intern in Rinex. The effective date of your hire by May 27, 2024

The performance pay for the internship period is up to Rs. 25,000/- per month (15,000/- as a Standard Earnings & upto 10,000/- as Variable Earnings) during Training & Internship period considering the working days as Inside Sales Strategist Interns.

Here are the terms of the Internship while working with Rinex:

- The duration of the internship will be for 2 months from the date of joining. You will have to complete 2 months of mandatory internship period to be eligible for the Internship Certificate.
- In the third month, interns will undergo a one-month probation period following their initial two months of internship.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period,their package as Full Time employee will be 5.2 LPA where 4.2 LPA as a Standard Earnings and 1LPA as a Variable Earnings.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- NOTE: A monthly salary structure requires a mandatory 30-days as working days.
- Intern performance will be evaluated on a regular basis.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Yours Sincerely,

Nirmala D
Talent Acquisition Team
On Behalf of Rinex

Signature

RINEX TECHNOLOGIES PRIVATE LIMITED

Enzyme Tech Park - HSR layout
1st floor 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka 560102
(GSTIN: 29AAKCR7390F1ZU)
(CIN: U74999KA2021PTC143276)
(M)9663454129, Email: placements@rinex.ai

RINEX

15

May 7, 2024

INTERNSHIP CONFIRMATION LETTER

Subject: Regarding the Internship Confirmation Letter at Rinex

Dear JANANI

Welcome to Rinex Technologies Private Limited. The purpose of this letter is to confirm your appointment to the position of Inside Sales Strategist Intern in Rinex. The effective date of your hire by June 01, 2024

The performance pay for the internship period is up to Rs. 25,000/- per month (15,000/- as a Standard Earnings & upto 10,000/- as Variable Earnings) during Training & Internship period considering the working days as Inside Sales Strategist Interns.

Here are the terms of the Internship while working with Rinex:

- The duration of the internship will be for 2 months from the date of joining. You will have to complete 2 months of mandatory internship period to be eligible for the Internship Certificate.
- In the third month, interns will undergo a one-month probation period following their initial two months of internship.
- The full time offer will be determined based on the intern's performance throughout the Internship & Probation Period,their package as Full Time employee will be 5.2 LPA where 4.2 LPA as a Standard Earnings and 1LPA as a Variable Earnings.
- Interns will not be entitled to any other benefits from the company during this tenure.
- After joining, the first 7 days of training are unpaid.
- NOTE: A monthly salary structure requires a mandatory 30-days as working days.
- Intern performance will be evaluated on a regular basis.
- During the internship, you are required to abide by the Rinex Code of Conduct and Rinex Internship Policy prescribed by the Company to all Interns.

Yours Sincerely,

Nirmala D
Talent Acquisition Team
On Behalf of Rinex

Signature

HCLTech

hcltech.com

May 30, 2024

A Nandhitha
52/201, Petchiamman padithurai Road simmakkal, Madurai,
Tamil Nadu, India, .
Document ID - e0be63b6-aaa0-4b4c-9393-908418f2c38b

Sub: Offer & Appointment Letter

Dear A Nandhitha,

Congratulations! with reference to the interviews conducted by **HCLTech Technologies Ltd ("HCLTech" or "Company"),** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Trainee** in **band E1.1**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on on **June 13, 2024 .** Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCLTech believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries. In line with the same approach, we look forward to you being flexible towards your placement in **HCL Technologies Ltd Madu** Your growth in this organization will be in line with your capabilities.

Your terms and conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be **INR 2.4 Lacs per annum** outlined in Annexure I

You will be on probation for a period of 12 **months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000.** This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You would be required to furnish digital copies of the documents and other listed information in **Annexure III**, before your joining date. Please note that the submission of all the documents is mandatory to facilitate joining within seven days from the date of offer or before the joining date whichever is earlier.

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA - 201304, UP, India
T: +91 0120 6120 25000 F: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96 Nehru Place New Delhi - 110019 India

HCLTech

hcltech.com

May 30, 2024

ASMITHA M R B
5/1139, Pandian nagar 1st, Madurai,
Tamil Nadu, India, .
Document ID - 3cdbe07f-1c0d-4273-b100-be255ef7c960

Sub: Offer & Appointment Letter

Dear ASMITHA M R B,

Congratulations! with reference to the interviews conducted by **HCLTech Technologies Ltd ("HCLTech" or "Company"),** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Trainee** in **band E1.1**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on on **June 13, 2024 .** Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCLTech believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries. In line with the same approach, we look forward to you being flexible towards your placement in **HCL Technologies Ltd Madu** Your growth in this organization will be in line with your capabilities.

Your terms and conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be **INR 2.4 Lacs per annum** outlined in Annexure I

You will be on probation for a period of 12 **months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000.** This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You would be required to furnish digital copies of the documents and other listed information in **Annexure III,** before your joining date. Please note that the submission of all the documents is mandatory to facilitate joining within seven days from the date of offer or before the joining date whichever is earlier.

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA 201304, UP, India
t: +91 0120 6125 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC048369
Registered Office:
806 Siddharth, 96 Nehru Place, New Delhi - 110019, India

HCL

May 30, 2024

Ramya J
Plot no.20, Ramalinga Nagar 1st Street,HMS colony, Madurai,
Tamil Nadu, India, .
Document ID - 7793d844-1b2e-40b3-8774-43cf6900c2d5

Sub: Offer & Appointment Letter

Dear Ramya J,

Congratulations! with reference to the interviews conducted by **HCLTech Technologies Ltd ("HCLTech" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Trainee** in **band E1.1**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on on **June 13, 2024 .** Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCLTech believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries. In line with the same approach, we look forward to you being flexible towards your placement in **HCL Technologies Ltd Madu** Your growth in this organization will be in line with your capabilities.

Your terms and conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be **INR 2.4 Lacs per annum** outlined in Annexure I

You will be on probation for a period of 12 **months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000.** This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You would be required to furnish digital copies of the documents and other listed information in **Annexure III**, before your joining date. Please note that the submission of all the documents is mandatory to facilitate joining within seven days from the date of offer or before the joining date whichever is earlier.

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA 201304, UP, India
t. +91 0120 6120 25000 f. +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth 96 Nehru Place New Delhi 110019 India

HCLTech

hcltech.com

May 30, 2024

N. Bhuvaneswari
L3/80, TNHB Colony,podhigai nagar, Railar nagar., Madurai,
Tamil Nadu, India, .
Document ID - ae6a7de5-2b62-4988-842a-27c906fd399d

Sub: Offer & Appointment Letter

Dear N. Bhuvaneswari,

Congratulations! with reference to the interviews conducted by **HCLTech Technologies Ltd ("HCLTech" or "Company"),** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Trainee** in **band E1.1**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on on **June 13, 2024 .** Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCLTech believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries. In line with the same approach, we look forward to you being flexible towards your placement in **HCL Technologies Ltd Madu** Your growth in this organization will be in line with your capabilities.

Your terms and conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be **INR 2.4 Lacs per annum** outlined in Annexure I

You will be on probation for a period of 12 **months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000.** This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You would be required to furnish digital copies of the documents and other listed information in **Annexure III,** before your joining date. Please note that the submission of all the documents is mandatory to facilitate joining within seven days from the date of offer or before the joining date whichever is earlier.

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA – 201304, UP, India
t: +91 0120 6125 25000 f: +91 120 4680330

Corporate Identity Number: L74140DL1991PLC046369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi – 110019, India

HCL

MAHATMA MONTESSORI SCHOOL

(Affiliated to Central Board of Secondary Education, New Delhi)

67

Affiliation No. 1930248 School No. : 55174

Parent Teacher Road * Gopalakrishnan Nagar * Madurai - 625 007.

Ph. No. : 9843453682, 9787553778

email: mahatmaab@mahatmaschools.com www.mahatmaschools.com

Dear JEYASHREE K

This is in reference to your Job application followed by the rounds of interviews had with us; we are pleased to appoint you as a/an **TEACHING ASSISTANT – SENIOR – HOME SCIENCE** at MAHATMA BABA CBSE & NIOS with effect from **21.06.2024.** You are entitled to the following benefits: -

Your compensation details

- Gross Salary: Rs 19,000/- (Per Month)
- Provident fund - 12% or 1800 (Equal contribution from the employer)
- ESI (Only for Gross, that is not exceeding Rs 21000)

Fringe Benefits:

- Private Medical Insurance - Covered by the Management
- Gratuity (eligible only after 5 years of service)
- Free Transport Facility for BB, AK & MGG Campuses
- Creche facility on every campus
- Fee concession for your child in Matric (KKM & BBM) and CBSE (AKC schools after completion of three years of service (As per the HR policy of 2023).

Terms & Conditions

- ✓ You shall be on **probation for one year** from the commencement date of your service at the end of which, your employment will be confirmed at the school's discretion.
- ✓ You will be subject to the school's rules and regulations (**HR Policies & Guidelines**) for the time being in force and as amended from time to time.
- ✓ It is agreed that the school may from time to time add, modify or repeal any remuneration, benefit, or facility that may have been extended to you on a review of the school's functioning, finances, and prospects and you shall be bound by the school decisions on this behalf.
- ✓ **Notice period:** You can serve a period of **3 months or pay 2 months' salary in lieu.** May Holidays are not considered a part of the Notice period. A resignation letter needs to be submitted in writing.
- ✓ School reserves the right to terminate the appointment of employees, who/who are/due to
  - misconduct
  - mishandles children
  - poor performance (incompetent in teaching)
  - cannot work collaboratively in a team
  - unprofessional behavior or impolite in their words
  - insubordination or if disrespectful to co-workers, leaders & the school
  - excessive absenteeism
  - consistent failure to follow the HR policies and guidelines
  - genuine redundancy

You are requested to confirm your acceptance of the terms of appointment here in above by signing and returning to s the duplicate of this letter.

We warmly welcome you and wish you all the best for a successful career.

Yours Sincerely,

CORRESPONDENT
ATMA MONTESSORI SCHOOL (CBSE),
GOPALAKRISHNAN NAGAR,
T TEACHER ROAD, MADURAI – 625 007.

PRINCIPAL
MAHATMA MONTESSORI SCHOOL
PARENT TEACHER ROAD
GOPALAKRISHNAN NAGAR
MADURAI-625 007

Acceptance

ave read the terms and conditions of this appointment and confirm my acceptance of the same.

K. Jeyashree
ll Name of the Employee

Date

K. Jeyashree
Signature

(49)

DOMEX e-Data Pvt. Ltd
(A MOLECULAR CONNECTIONS COMPANY)
CIN No. : U72900TN2003PTC051499
D N Complex, Ground Floor, 57 Lakshmi Talkies Road, Shenoy Nagar, Chennai - 600 030. INDIA.
Tel : 91-44-26643911 / 42652041 Email : domtech@domexdata.in

June 15, 2024

Ms.G.Soundarya,
2/32, West Street, Sekkapatti,
Kunnuvarankottai, Nilakottai,
Dindigul District – 624 220

Dear Ms.G.Soundarya,

SUB: PROVISIONAL APPOINTMENT LETTER

With reference to the interview you had with us, we are pleased to issue this Provisional Appointment letter on the terms and conditions, briefly mentioned hereunder:

1. You will be designated as **Scientific Analyst Trainee.** You are however liable to be transferred to any other department, post or place as may be decided by the Management from time to time and you will have no objection to the same.

2. Your Annual CTC will be **Rs. 2,24,500/-** and the complete details will be mentioned in the Letter of Appointment. On Increments, your CTC will also increase.

3. Either side can terminate the appointment by giving Two months prior notice or Two months Gross Salary (Last drawn salary) in lieu thereof.

4. You will be reporting to the concerned authority as directed by the Management from time to time.

5. You may kindly note that you will be provided with "Letter of Appointment" which will supersedes this "Provisional Appointment Letter".

6. You are required to join the office on **17th June, 2024.**

Yours sincerely,

For Domex e-Data Pvt. Ltd.

Authorised Signatory

ACCEPTANCE BY THE CANDIDATE

I agree with the aforesaid terms and conditions stated in the above letter.

Signature:

Date:

(50)

DOMEX e-Data Pvt. Ltd
(A MOLECULAR CONNECTIONS COMPANY)
CIN No. : U72900TN2003PTC051699
D N Complex, Ground Floor, 57 Lakshmi Talkies Road, Shenoy Nagar, Chennai - 600 030. INDIA.
Tel : 91-44-26643911 / 42652041 Email : domtech@domexdata.in

June 11, 2024

Ms.J.Infant Natalia,
182/1 , Anand Illam,
Thiyagaraya Nagar, Ambathurai (RS),
Dindigul District – 624 302.

Dear Ms.J.Infant Natalia,

SUB: PROVISIONAL APPOINTMENT LETTER

With reference to the interview you had with us, we are pleased to issue this Provisional Appointment letter on the terms and conditions, briefly mentioned hereunder:

1. You will be designated as **Scientific Analyst Trainee.** You are however liable to be transferred to any other department, post or place as may be decided by the Management from time to time and you will have no objection to the same.

2. Your Annual CTC will be **Rs. 2,24,500/-** and the complete details will be mentioned in the Letter of Appointment. On Increments, your CTC will also increase.

3. Either side can terminate the appointment by giving Two months prior notice or Two months Gross Salary (Last drawn salary) in lieu thereof.

4. You will be reporting to the concerned authority as directed by the Management from time to time.

5. You may kindly note that you will be provided with "Letter of Appointment" which will supersedes this "Provisional Appointment Letter".

6. You are required to join the office on **13th June, 2024.**

Yours sincerely,

For Domex e-Data Pvt. Ltd.

Authorised Signatory

ACCEPTANCE BY THE CANDIDATE

I agree with the aforesaid terms and conditions stated in the above letter.

Signature:

Date:

DOMEX e-Data Pvt. Ltd
(A MOLECULAR CONNECTIONS COMPANY)
CIN No. : U72900TN2003PTC051699
D N Complex, Ground Floor, 57 Lakshmi Talkies Road, Shenoy Nagar, Chennai - 600 030. INDIA
Tel : 91-44-26643911 / 42652041 Email : domtech@domexdata.in

(5)

June 1, 2024

Ms.S.Akila,
1/147, North Street, Peravoor,
Ramanathapuram - 623504

Dear Ms.S.Akila,

SUB: PROVISIONAL APPOINTMENT LETTER

With reference to the interview you had with us, we are pleased to issue this Provisional Appointment letter on the terms and conditions, briefly mentioned hereunder:

1. You will be designated as **Scientific Analyst Trainee.** You are however liable to be transferred to any other department, post or place as may be decided by the Management from time to time and you will have no objection to the same.
2. Your Annual CTC will be **Rs. 2,24,500/-** and the complete details will be mentioned in the Letter of Appointment. On Increments, your CTC will also increase.
3. Either side can terminate the appointment by giving Two months prior notice or Two months Gross Salary (Last drawn salary) in lieu thereof.
4. You will be reporting to the concerned authority as directed by the Management from time to time.
5. You may kindly note that you will be provided with "Letter of Appointment" which will supersedes this "Provisional Appointment Letter".
6. You are required to join the office on **3rd June, 2024.**

Yours sincerely,

For Domex e-Data Pvt. Ltd.

Authorised Signatory

ACCEPTANCE BY THE CANDIDATE

I agree with the aforesaid terms and conditions stated in the above letter.

Signature:

Date:

(46)

DOMEX e-Data Pvt. Ltd
(A MOLECULAR CONNECTIONS COMPANY)
CIN No. : U72900TN2003PTC051499
D N Complex, Ground Floor, 57 Lakshmi Talkies Road, Shenoy Nagar, Chennai - 600 030 INDIA.
Tel : 91-44-26643911 / 42652041 Email : domtech@domexdata.in

June 1, 2024

Ms.V.Reshma,
91, Thamarai Street,
Ram Nagar, Round Road,
Dindigul - 624 005.

Dear Ms.V.Reshma,

SUB: PROVISIONAL APPOINTMENT LETTER

With reference to the interview you had with us, we are pleased to issue this Provisional Appointment letter on the terms and conditions, briefly mentioned hereunder:

1. You will be designated as **Scientific Analyst Trainee.** You are however liable to be transferred to any other department, post or place as may be decided by the Management from time to time and you will have no objection to the same.

2. Your Annual CTC will be **Rs. 2,24,500/-** and the complete details will be mentioned in the Letter of Appointment. On Increments, your CTC will also increase.

3. Either side can terminate the appointment by giving Two months prior notice or Two months Gross Salary (Last drawn salary) in lieu thereof.

4. You will be reporting to the concerned authority as directed by the Management from time to time.

5. You may kindly note that you will be provided with "Letter of Appointment" which will supersedes this "Provisional Appointment Letter".

6. You are required to join the office on **3rd June, 2024.**

Yours sincerely,

For Domex e-Data Pvt. Ltd.

Authorised Signatory

ACCEPTANCE BY THE CANDIDATE

I agree with the aforesaid terms and conditions stated in the above letter.

Signature:

Date:

38

BSE TEC
QUALITY THROUGH RESEARCH

27-03-2024

To,

Kiruthiga R
Madurai

Dear Kiruthiga,

Greetings!

We are pleased to offer you the position of **Jr HR Manager** in BSETEC at **Madurai**. You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

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BSE TEC
QUALITY THROUGH RESEARCH

27-03-2024

To,

Sowmiya H
Madurai

Dear Sowmiyai,

Greetings!

We are pleased to offer you the position of **Trainee Software Developer** in BSETEC at **Madurai**. You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

40

BSE TEC
QUALITY THROUGH RESEARCH

27-03-2024

To,

Sivanandhini A
Madurai

Dear Sivanandhini,

Greetings!

We are pleased to offer you the position of **Trainee Software Developer** in BSETEC at **Madurai**. You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

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BSE TEC
QUALITY THROUGH RESEARCH

02-03-2024

To,

Angelin Blessy Bastina H
Madurai

Dear Angelin Blessy,

Greetings!

We are pleased to offer you the position of **Jr Admin Manager** in BSETEC at **Madurai**. You are expected to join us on **06-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

BSE TEC
QUALITY THROUGH RESEARCH

27-03-2024

To,

Jaisai
Madurai

Dear Jaisai,

Greetings!

We are pleased to offer you the position of **Trainee Software Developer** in BSETEC at **Madurai**. You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

BSE TEC

QUALITY THROUGH RESEARCH

27-03-2024

To,

Deepsi R
Madurai

Dear Deepsi,

Greetings!

We are pleased to offer you the position of **Jr Accounts Manager** in BSETEC at **Madurai.** You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

BSE TEC

QUALITY THROUGH RESEARCH

27-03-2024

To,

Sushrutha J
Madurai

Dear Sushrutha,

Greetings!

We are pleased to offer you the position of **Jr SEO Analyst** in BSETEC at **Madurai**. You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

BSE TEC
QUALITY THROUGH RESEARCH

27-03-2024

To,

Hemalatha V R
Madurai

Dear Hemalatha,

Greetings!

We are pleased to offer you the position of **Trainee Software Developer** in BSETEC at **Madurai**. You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

BSE TEC

QUALITY THROUGH RESEARCH

27-03-2024

To,

Mangala Jaya Shri T
Madurai

Dear Mangala Jaya Shri,

Greetings!

We are pleased to offer you the position of **Trainee Software Developer** in BSETEC at **Madurai**. You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

BSE TEC
QUALITY THROUGH RESEARCH

27-03-2024

To,

Akila V
Madurai

Dear Akila,

Greetings!

We are pleased to offer you the position of **Jr Business Development Executive** in BSETEC at **Madurai.** You are expected to join us on **05-05-2024.**

Your annual CTC will be **Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand)** Only.

A notice period of sixty days should be served for resigning from the company, subject to the approval of your reporting manager.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume & Photos [4 Passport size]
6. Photocopy of Aadhar Card

(79)

Offer: Computer Consultancy
Ref: TCSL/DT20234276062/Chennai
Date: 13/03/2024

Ms. Kavisri S
228Kanmaikkarai,
Behind Thangam Grand,
Madurai-625016,
Tamil Nadu.
Tel# -

Dear Kavisri 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.

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

H. Koushika
2021AB43
III - Bcom CA.

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234467462/Chennai/BPS/BTN
Date:29/12/2023

Dear Ms. H Koushika,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**



Click Here or use a QR code scanner from your mobile to validate the offer letter

Girish V. Nandimath
Global Head Talent Acquisition & AIP

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234467462/Chennai/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA

III - BBA

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234490288/Chennai/BPS/BTN
Date:12/01/2024

Dear Ms. Asha Parveen Nazeerkhan,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential

TCSL/DT20234490288

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
6th Floor III Phase, Spencer Plaza 769, Anna Salai, Chennai - 600 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234490288/Chennai/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
6th Floor III Phase, Spencer Plaza 769, Anna Salai, Chennai - 600 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

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80

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20234231013/Chennai
Date: 13/03/2024

Ms. Sreenithi Gunasekaran
117/29aMettu Street,
Sammattipuram,Ponmeni Main Road,
Madurai-625016,
Tamilnadu.
Tel# 91-9843490435

Dear Sreenithi Gunasekaran,

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.

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

Offer: Computer Consultancy
Ref: TCSL/DT20234463892/Chennai
Date: 13/03/2024

Ms. Divya Dharshini S
70/21Chockkalinga Nagar 4th Street,
Digital Reliance,
Madurai-625016,
Tamil Nadu.
Tel# 91-9487075728

Dear Divya Dharshini 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.

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

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20234497902/Chennai/BPS/BTN
Date:26/07/2024

Dear Ms. Alamelu M K,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
6th Floor III Phase, Spencer Plaza 769, Anna Salai, Chennai - 600 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20234497902/Chennai/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
6th Floor III Phase, Spencer Plaza 769, Anna Salai, Chennai - 600 002, India
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

S.R.V.

SRV Innovative Senior Secondary School

Salem Main Road, Muthukalipatti, Rasipuram - 637 401. Namakkal Dist.
Affiliated to CBSE - New Delhi, Affiliation No:1931042
Web : www.srvinnova.org Email: srvinnova@gmail.com ✆ 94433 19485, 94873 62689

(3)

26.10.2023

APPOINTMENT ORDER

MS.M.ALAGU MEENAKSHI , is appointed as U.G.ASST.IN ENGLISH in our institution in a consolidated salary of Rs.15,000/- during the provisional period. She has to join duty on 01.6.2024. However she should confirm her acceptance by handing over any one of the original Educational Degree Certificates in the School Office. A line of reply to confirm her willingness for having accepted the offer by sending the consent letter is appreciated.

For any further details contact the Directors through the Cell Phone Nos.9443222689 , 9443226445, 9443222644, 9443226899, 9443245099.

A. Selvaraj

President,
S.R.V.Innovative Sr.Sec.School
Muthukalipatti-637401
Rasipuram.

To

MS.M.ALAGU MEENAKSHI,B.A.,
D/O.MANIKANDAN
PLOT NO.19.MEENAKSHI NAGAR
MADAKULAM MAIN ROAD,MADURAI 3
6369060493

FATIMA

M.V.MUTHURAMALINGAM
Chairman

VELAMMAL
EDUCATIONAL TRUST
driven by a thought

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APPOINTMENT ORDER

Dt:01.02.2024

To,
Ms.B.Mutharasi,
8-A, Vannar madam,
Classic avenue,
Iravatha nallur,
Madurai -9
9566982007

1. You will be designated as Pre Primary Teacher(Home Teacher)
2. You should report for the duty on or before 03.06.2024, failing which this appointment order will automatically stand cancelled. Your appointment will take effect from the date of joining duty.
3. You will be on probation period of one year from the date of joining .This period may be extended if considered necessary by the management.
4. During this probationary period you will be paid a consolidated pay of Rs. 15,000/(Rupees Fifteen Thousand only).
5. Though the appointment is made for Velammal Matric Higher Secondary School Thiruppuvanam, it is transferable to any of our group of Institutions if necessity.
6. If necessity arises, your services can be terminated at the direction of the Management at anytime without giving any prior notice.
7. In the event of your resignation of appointment, the resignation will be effected only at the end of the Academic year, if you resign in between and if resignation is considered, you shall pay an amount equivalent to three months salary to the School.
8. Any application for appointment outside this institution must be routed through proper channel.
9. You will be in the whole time employment of the School and will not engage directly or indirectly without the prior permission in writing from the Management in any trade, business, services nor shall undertake any activities which are contrary to or inconsistent with the Management's interests.
10. You should deposit all your original certificates in the School for verification by statutory bodies.
11. You will be governed by the leave rules as applicable to the Teaching faculty of this School.
12. You should produce satisfactory evidence for having been relieved from your previous employment, if any.
13. You should produce physical fitness certificate issued by a civil assistant surgeon of Government Hospital.
14. You should abide by the job responsibilities of teachers prescribed by the Trust.
15. The duplicate copy of this appointment order should be signed and returned as an acceptance of the terms and conditions.

For, Velammal Educational Trust,

Chairman

Accepted

B.Mutharasi

6

M.V.MUTHURAMALINGAM
Chairman

VELAMMAL
EDUCATIONAL TRUST
driven by a thought

APPOINTMENT ORDER

Dt:01.02.2024

To,
Ms.S.Shiba Fathima,
123, South marret street,
Madurai
9842178676

1. You will be designated as Pre Primary Teacher (Home Teacher)
2. You should report for the duty on or before 03.06.2024, failing which this appointment order will automatically stand cancelled. Your appointment will take effect from the date of joining duty.
3. You will be on probation period of one year from the date of joining .This period may be extended if considered necessary by the management.
4. During this probationary period you will be paid a consolidated pay of Rs.15,000/(Rupees Fifteen thousand only).
5. Though the appointment is made for Velammal Vidyalaya, Anuppanadi, Madurai, it is transferable to any of our group of Institutions if necessity.
6. If necessity arises, your services can be terminated at the direction of the Management at anytime without giving any prior notice.
7. In the event of your resignation of appointment, the resignation will be effected only at the end of the Academic year, if you resign in between and if resignation is considered, you shall pay an amount equivalent to three months salary to the School.
8. Any application for appointment outside this Institution must be routed through proper channel.
9. You will be in the whole time employment of the School and will not engage directly or indirectly without the prior permission in writing from the Management in any trade, business, services nor shall undertake any activities which are contrary to or inconsistent with the Management's interests.
10. You should deposit all your original certificates in the School for verification by statutory bodies.
11. You will be governed by the leave rules as applicable to the Teaching faculty of this School.
12. You should produce satisfactory evidence for having been relieved from your previous employment, if any.
13. You should produce physical fitness certificate issued by a civil assistant surgeon of Government Hospital.
14. You should abide by the job responsibilities of teachers prescribed by the Trust.
15. The duplicate copy of this appointment order should be signed and returned as an acceptance of the terms and conditions.

For, Velammal Educational Trust,

Chairman

M.V.MUTHURAMALINGAM
Chairman

VELAMMAL
EDUCATIONAL TRUST
driven by a thought

APPOINTMENT ORDER

Dt:01.02.2024

To,
Ms.V.Abigayel,
2A/1, Kasthuri Lane,
RC street,
Palanganatham,
Madurai
8778056591

1. You will be designated as Primary Teacher (Mathematics)
2. You should report for the duty on or before 03.06.2024, failing which this appointment order will automatically stand cancelled. Your appointment will take effect from the date of joining duty.
3. You will be on probation period of one year from the date of joining .This period may be extended if considered necessary by the management.
4. During this probationary period you will be paid a consolidated pay of Rs.15,000/(Rupees Fifteen thousand only).
5. Though the appointment is made for Velammal Residential School,Ladanenthal, Sivagangai District , it is transferable to any of our group of Institutions if necessity.
6. If necessity arises, your services can be terminated at the direction of the Management at anytime without giving any prior notice.
7. In the event of your resignation of appointment, the resignation will be effected only at the end of the Academic year, if you resign in between and if resignation is considered, you shall pay an amount equivalent to three months salary to the School.
8. Any application for appointment outside this institution must be routed through proper channel.
9. You will be in the whole time employment of the School and will not engage directly or indirectly without the prior permission in writing from the Management in any trade, business, services nor shall undertake any activities which are contrary to or inconsistent with the Management's interests.
10. You should deposit all your original certificates in the School for verification by statutory bodies.
11. You will be governed by the leave rules as applicable to the Teaching faculty of this School.
12. You should produce satisfactory evidence for having been relieved from your previous employment, if any.
13. You should produce physical fitness certificate issued by a civil assistant surgeon of Government Hospital.
14. You should abide by the job responsibilities of teachers prescribed by the Trust.
15. The duplicate copy of this appointment order should be signed and returned as an acceptance of the terms and conditions.

For, Velammal Educational Trust,

Chairman

M.V.MUTHURAMALINGAM
Chairman

VELAMMAL
EDUCATIONAL TRUST
driven by a thought

8

APPOINTMENT ORDER

Dt:01.02.2024

To,
Ms.V.Swathi,
Karpaga vinayagar 2nd street,
Pothumbu,
Madurai- 18
9659665944

1. You will be designated as Pre Primary Teacher(Home Teacher)
2. You should report for the duty on or before 03.06.2024, failing which this appointment order will automatically stand cancelled. Your appointment will take effect from the date of joining duty.
3. You will be on probation period of one year from the date of joining .This period may be extended if considered necessary by the management.
4. During this probationary period you will be paid a consolidated pay of Rs. 15,000/(Rupees Fifteen Thousand only).
5. Though the appointment is made for Velammal Vidyalaya, Karur , it is transferable to any of our group of Institutions if necessity.
6. If necessity arises, your services can be terminated at the direction of the Management at anytime without giving any prior notice.
7. In the event of your resignation of appointment, the resignation will be effected only at the end of the Academic year, if you resign in between and if resignation is considered, you shall pay an amount equivalent to three months salary to the School.
8. Any application for appointment outside this Institution must be routed through proper channel.
9. You will be in the whole time employment of the School and will not engage directly or indirectly without the prior permission in writing from the Management in any trade, business, services nor shall undertake any activities which are contrary to or inconsistent with the Management's interests.
10. You should deposit all your original certificates in the School for verification by statutory bodies.
11. You will be governed by the leave rules as applicable to the Teaching faculty of this School.
12. You should produce satisfactory evidence for having been relieved from your previous employment, if any.
13. You should produce physical fitness certificate issued by a civil assistant surgeon of Government Hospital.
14. You should abide by the job responsibilities of teachers prescribed by the Trust.
15. The duplicate copy of this appointment order should be signed and returned as an acceptance of the terms and conditions.

For, Velammal Educational Trust,

Chairman

Received
05.02.2024
V. Swathi

(9)

M.V.MUTHURAMALINGAM
Chairman

VELAMMAL
EDUCATIONAL TRUST
driven by a thought

APPOINTMENT ORDER

Dt:01.02.2024

To,
Ms. K.Jeya Veeralakshmi
22/2, South street,
Chiatrapatti
Rajapalayam,
Virudhunagar.
9344993967

1. You will be designated as Pre Primary Teacher(Home Teacher)
2. You should report for the duty on or before 03.06.2024, failing which this appointment order will automatically stand cancelled. Your appointment will take effect from the date of joining duty.
3. You will be on probation period of one year from the date of joining .This period may be extended if considered necessary by the management.
4. During this probationary period you will be paid a consolidated pay of Rs. 15,000/(Rupees Fifteen Thousand only).
5. Though the appointment is made for Velammal Vidyalaya,Viraganoor, it is transferable to any of our group of Institutions if necessity.
6. If necessity arises, your services can be terminated at the direction of the Management at anytime without giving any prior notice.
7. In the event of your resignation of appointment, the resignation will be effected only at the end of the Academic year, if you resign in between and if resignation is considered, you shall pay an amount equivalent to three months salary to the School.
8. Any application for appointment outside this Institution must be routed through proper channel.
9. You will be in the whole time employment of the School and will not engage directly or indirectly without the prior permission in writing from the Management in any trade, business, services nor shall undertake any activities which are contrary to or inconsistent with the Management's interests.
10. You should deposit all your original certificates in the School for verification by statutory bodies.
11. You will be governed by the leave rules as applicable to the Teaching faculty of this School.
12. You should produce satisfactory evidence for having been relieved from your previous employment, if any.
13. You should produce physical fitness certificate issued by a civil assistant surgeon of Government Hospital.
14. You should abide by the job responsibilities of teachers prescribed by the Trust.
15. The duplicate copy of this appointment order should be signed and returned as an acceptance of the terms and conditions.

For, Velammal Educational Trust,

Chairman

Apptivo

EMPLOYMENT AGREEMENT

Effective from 1st of June, 2024 this AGREEMENT is made between **Apptivo Software Private Limited** a Company incorporated under the Companies Act, 1956 having its Registered Office at **No.1, Anthu Street, Santhome High Road, Chennai - 600004**, which expression, shall unless it be repugnant to the context or meaning thereof, mean and include its successors and assigns (hereinafter referred to as **'the Company'**) of the ONE PART and **Ms. Janet T** located at **No.7, TPM Nagar, Virattipattu Madurai- 625016** (hereinafter referred to as **'the Employee'**) of the OTHER PART:

WHEREAS the Company is engaged in the business of providing technology services and is carrying on its activities in India and USA;

AND WHEREAS the Company requires the expert services of a person having the experience and specialized knowledge in the field of HR. Job responsibility includes, but not limited to, recruitment of candidates based on company's requirements, on-boarding process, Attendance monitoring, Performance monitoring, payroll process, facility management and to prepare reports indicating the completion of the aforementioned.

AND WHEREAS the Employee has the basic knowledge in HR and offering her services to the Company on an individual basis;

NOW IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. APPOINTMENT

The Company hereby appoints the Employee, and the employee hereby accepts the same upon the terms and conditions hereinafter set forth.

The services will be rendered by the Employee to the Company in HR as per the directions and requirements of the Company.

The Employee shall devote her attention and energy to rendering the services under this Agreement following the directions of the Company.

2. TERM

The services to be provided under this Agreement shall be for a specific requirement and up to a period of 6 Months commencing with effect from 1st June 2024 and shall continue in force up to an additional 6 Months based on satisfactory performance, unless a notice of termination is given by either party.

3. EMPLOYEE'S SERVICES, DUTIES, AND OBLIGATIONS ("SERVICES")

"Services" shall mean the obligations, duties, and services to be provided by Employee under this Agreement as described below:
The Employee will perform the "Services" following the procedures described in the Statement of Work,

in a timely and professional manner, consistent with industry standards, at a location, place, and time that the Employee deems appropriate, and all following the Statement of Work and this Agreement. The manner and means the Employee chooses to perform the Services are in the Employee's sole discretion and control. In providing the Services, the Employee agrees to provide her equipment, tools, and other materials at its own expense.

The Employee, in association with the Company, will determine the method, details, and means of performing the work to be carried out for the company. Also, the Company shall be entitled to exercise a broad general power of supervision and control over the results of the work performed by the Employee to ensure satisfactory performance. This power of supervision shall include the right to inspect, stop work, make suggestions or recommendations as to the details of the work, and request modifications to the Statement of Work. Modifications to the scope of the Statement of Work by the Company resulting in additional services by the Employee shall be compensated accordingly.

4. FEES/EXPENSES.

In consideration of the services to be rendered, the Employee shall receive a fixed amount of INR 15,000 per month.
All payments shall be subject to deduction of tax at source and any other taxes as under Indian law. The Employee must submit details of PAN (Permanent Account Number).
Payment Mode: Upon successful completion of the agreed service, the Company shall make the agreed payment.

5. TERMINATION.

Either party shall have the right to terminate this Agreement by giving written notice of termination to the other by registered post on the address given hereinabove. The Agreement shall terminate on the 30th day after such notice of termination.
The Employee shall return all documents including papers, memoranda, notes, programs, data, and all copies thereof including any electronic record containing any business and technical information disclosed to the Employee by the Company or in any manner procured, received by the Employee during his/her term of appointment with the Company.
Upon the termination of this Agreement for any reason whatsoever all amounts due and payable to the Employee shall be paid within 15 days from the date of termination of this Agreement.

6. CONFIDENTIALITY.

The Employee shall keep confidential all confidential information provided to her by the Company excepting only such information as is already generally known to the public and that she shall not release use or disclose of the same except with the prior written permission of the Company or if required by law or an order from the court. However, the Employee will be entitled to divulge the information to those who are directly concerned or as may be necessary to obtain certain information necessary for the performance of his/her obligations.

7. RELATIONSHIP BETWEEN THE COMPANY AND THE EMPLOYEE.

The Employee is an independent contractor and is not an agent or employee of the Company and is not authorized to act on behalf of the Company. While the Company is entitled to provide the Employee

Apptivo

with general guidance to assist the Employee in completing the Services to the Company's satisfaction, nevertheless the Employee is ultimately responsible for directing and controlling the performance of the task comprising the Statement of Work, under the terms and conditions of this Agreement.

8. DISPUTE/RESOLUTIONS

Any dispute, difference, controversy arising relating to the interpretation of this Agreement shall be settled by arbitration under the rules of conciliation and arbitration of India. The place of arbitration shall be Chennai, India, and conducted in English.

9. JURISDICTION AND APPLICABLE LAW

This Agreement and any services rendered hereunder are subject to all applicable laws and regulations of India and the rights and obligations of the parties hereto under or in connection with this Agreement shall be determined under the laws of India.

10. COUNTERPARTS / ELECTRONIC SIGNATURES

This agreement may be executed in one or more counterparts, each of which shall be deemed an original but all of which shall constitute one and the same instrument. For purposes of this agreement, the use of facsimile, email or other electronic medium shall have the same force and effect as an original signature.

You are required to sign and submit a copy of this letter of appointment and agreement as a token of your acceptance of the Company's terms and conditions.

We once again welcome you to our team and look forward to your contribution towards the success of the organization and yourself.

IN WITNESS WHEREOF the respective parties have caused this instrument to be executed in duplicate, each of which shall be considered as original.

Apptivo Software Pvt Ltd.,

Lavanya Raja

Lavanya Raja
HR Director

Read and Accepted

Janet T

Apptivo

EMPLOYMENT AGREEMENT

Effective from 1st of June, 2024 this AGREEMENT is made between **Apptivo Software Private Limited** a Company incorporated under the Companies Act, 1956 having its Registered Office at **No.1, Anthu Street, Santhome High Road, Chennai - 600004**, which expression, shall unless it be repugnant to the context or meaning thereof, mean and include its successors and assigns (hereinafter referred to as '**the Company**') of the ONE PART and **Ms. Nagameenalokchini** located at **9/8-34, Agasthiar Street, Viswanathapuram, Madurai- 625014** (hereinafter referred to as '**the Employee**') of the OTHER PART:

WHEREAS the Company is engaged in the business of providing technology services and is carrying on its activities in India and USA;

AND WHEREAS the Company requires the expert services of a person having the experience and specialized knowledge in the field of HR. Job responsibility includes, but not limited to, recruitment of candidates based on company's requirements, on-boarding process, Attendance monitoring, Performance monitoring, payroll process, facility management and to prepare reports indicating the completion of the aforementioned.

AND WHEREAS the Employee has the basic knowledge in HR and offering her services to the Company on an individual basis;

NOW IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. APPOINTMENT

The Company hereby appoints the Employee, and the employee hereby accepts the same upon the terms and conditions hereinafter set forth.

The services will be rendered by the Employee to the Company in HR as per the directions and requirements of the Company.

The Employee shall devote her attention and energy to rendering the services under this Agreement following the directions of the Company.

2. TERM

The services to be provided under this Agreement shall be for a specific requirement and up to a period of 6 Months commencing with effect from 1st June 2024 and shall continue in force up to an additional 6 Months based on satisfactory performance, unless a notice of termination is given by either party.

3. EMPLOYEE'S SERVICES, DUTIES, AND OBLIGATIONS ("SERVICES")

"Services" shall mean the obligations, duties, and services to be provided by Employee under this Agreement as described below:

The Employee will perform the "Services" following the procedures described in the Statement of Work, in a timely and professional manner, consistent with industry standards, at a location, place, and time that the Employee deems appropriate, and all following the Statement of Work and this Agreement. The manner and means the Employee chooses to perform the Services are in the Employee's sole discretion and control. In providing the Services, the Employee agrees to provide her equipment, tools, and other materials at its own expense.

The Employee, in association with the Company, will determine the method, details, and means of performing the work to be carried out for the company. Also, the Company shall be entitled to exercise a broad general power of supervision and control over the results of the work performed by the Employee to ensure satisfactory performance. This power of supervision shall include the right to inspect, stop work, make suggestions or recommendations as to the details of the work, and request modifications to the Statement of Work. Modifications to the scope of the Statement of Work by the Company resulting in additional services by the Employee shall be compensated accordingly.

4. FEES/EXPENSES.

In consideration of the services to be rendered, the Employee shall receive a fixed amount of INR 15,000 per month.
All payments shall be subject to deduction of tax at source and any other taxes as under Indian law. The Employee must submit details of PAN (Permanent Account Number).
Payment Mode: Upon successful completion of the agreed service, the Company shall make the agreed payment.

5. TERMINATION.

Either party shall have the right to terminate this Agreement by giving written notice of termination to the other by registered post on the address given hereinabove. The Agreement shall terminate on the 30th day after such notice of termination.
The Employee shall return all documents including papers, memoranda, notes, programs, data, and all copies thereof including any electronic record containing any business and technical information disclosed to the Employee by the Company or in any manner procured, received by the Employee during his/her term of appointment with the Company.
Upon the termination of this Agreement for any reason whatsoever all amounts due and payable to the Employee shall be paid within 15 days from the date of termination of this Agreement.

6. CONFIDENTIALITY.

The Employee shall keep confidential all confidential information provided to her by the Company excepting only such information as is already generally known to the public and that she shall not release use or disclose of the same except with the prior written permission of the Company or if required by law or an order from the court. However, the Employee will be entitled to divulge the information to those who are directly concerned or as may be necessary to obtain certain information necessary for the performance of his/her obligations.

7. RELATIONSHIP BETWEEN THE COMPANY AND THE EMPLOYEE.

The Employee is an independent contractor and is not an agent or employee of the Company and is not

Apptivo

authorized to act on behalf of the Company. While the Company is entitled to provide the Employee with general guidance to assist the Employee in completing the Services to the Company's satisfaction, nevertheless the Employee is ultimately responsible for directing and controlling the performance of the task comprising the Statement of Work, under the terms and conditions of this Agreement.

8. DISPUTE/RESOLUTIONS

Any dispute, difference, controversy arising relating to the interpretation of this Agreement shall be settled by arbitration under the rules of conciliation and arbitration of India. The place of arbitration shall be Chennai, India, and conducted in English.

9. JURISDICTION AND APPLICABLE LAW

This Agreement and any services rendered hereunder are subject to all applicable laws and regulations of India and the rights and obligations of the parties hereto under or in connection with this Agreement shall be determined under the laws of India.

10. COUNTERPARTS / ELECTRONIC SIGNATURES

This agreement may be executed in one or more counterparts, each of which shall be deemed an original but all of which shall constitute one and the same instrument. For purposes of this agreement, the use of facsimile, email or other electronic medium shall have the same force and effect as an original signature.

You are required to sign and submit a copy of this letter of appointment and agreement as a token of your acceptance of the Company's terms and conditions.

We once again welcome you to our team and look forward to your contribution towards the success of the organization and yourself.

IN WITNESS WHEREOF the respective parties have caused this instrument to be executed in duplicate, each of which shall be considered as original.

Apptivo Software Pvt Ltd.,

Lavanya Raja

Lavanya Raja
HR Director

Read and Accepted

Nagameenalokchini P

CIS
INTERNATIONALLY ACCREDITED SCHOOL

queen mira international school

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20.05.2024

OFFER LETTER

Ms. Kanishka VG,

1, Santhanam Street,

Nehru Nagar,Nethaji Main Road,

By Pass Road,

Madurai – 625016.

Dear Ms. Kanishka VG,

With reference to your application and subsequent interview, we are pleased to offer you the position of **Parent Relationship Manager** and your date of joining **May 20, 2024** will be as mutually agreed.

Your gross salary will be **Rs.15, 000 per month (Rupees Fifteen Thousand only).**

On acceptance of the terms and conditions of our Employment agreement, your employment with our institution will be confirmed by issuance of **Appointment letter.**

We welcome you to be part of the QMIS family and look forward to a long-term association.

For any clarifications, please feel free to reach us.

Regards,

Abinath Chandran
Managing Director

WE ARE A CIS INTERNATIONALLY ACCREDITED SCHOOL

queen mira international school

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20.05.2024

OFFER LETTER

Ms. Sirilla Jershilin J

214-D, BSR Nagar,

Melavaniyangudi,

Sivagangai - 630561

Dear Ms. Sirilla Jershilin J,

With reference to your application and subsequent interview, we are pleased to offer you the position of **Accountant Trainee** and your date of joining **May 20, 2024** will be as mutually agreed.

Your gross salary will be **Rs.15, 000 per month (Rupees Fifteen Thousand only).**

On acceptance of the terms and conditions of our Employment agreement, your employment with our institution will be confirmed by issuance of **Appointment letter.**

We welcome you to be part of the QMIS family and look forward to a long-term association.

For any clarifications, please feel free to reach us.

Regards,

Abinath Chandran
Managing Director

CIS
INTERNATIONALLY ACCREDITED SCHOOL

queen mira international school

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20.05.2024

OFFER LETTER

Ms. Kani Mozhi G,

7/467, Venkatraman Nagar,3rd Street,

NGO Colony,Nagamalai Pudukottai,

Madurai - 625019.

Dear Ms. Kani Mozhi G,

With reference to your application and subsequent interview, we are pleased to offer you the position of **Parent Relationship Manager** and your date of joining **May 20, 2024** will be as mutually agreed.

Your gross salary will be **Rs.15, 000 per month (Rupees Fifteen Thousand only).**

On acceptance of the terms and conditions of our Employment agreement, your employment with our institution will be confirmed by issuance of **Appointment letter.**

We welcome you to be part of the QMIS family and look forward to a long-term association.

For any clarifications, please feel free to reach us.

Regards,

Abinath Chandran
Managing Director

(16)

genpact

CPG051460-8638319

Date: June 14, 2024

Dear: S Brindha

Sub : Letter of Intent

Congratulations! You have been selected by Genpact India Pvt. Ltd. ("the Company") as Process Associate.

You will be issued a letter of appointment, the terms of which will supersede this letter, upon meeting the pre requisites as mentioned below. Meanwhile, the Company is pleased to issue the following letter of intent.

Salient terms and conditions of your appointment with the Company are as follows.

1. Your annual Cost to Company (CTC) will be INR 170,100.00 Variable component is additional and is paid in addition to your CTC.
2. Applicability of Location specific allowances may vary according to location and/or the Company policy. Company may provide facilities in lieu of these allowances.
3. Your initial place of work will be India>Madurai>Madurai - Swami Vivekananda Nagar IN - Office. However, the Company may transfer you to any location/process on a need basis.
4. Post consultation with you, the following has been agreed upon:
   - Date of Joining: June 24, 2024
   - Reporting Time: 9:00:00 AM
   - Location: India>Madurai>Madurai - Swami Vivekananda Nagar IN - Office

Locations	On-boarding reporting time**	Genpact Office Address
NCR	10.30	Stellar 135 Building, Plot No 5 and 6, Sec-135, Noida, 201301, U.P. ,7th Floor, On-boarding Room , Noida
HYD	10.00	Genpact, Security In Gate no 3, 14-45,IDA,opp NGRI, Habsiguda,Uppal,Hyd-500009
JPR	9.30	Genpact India, JLN Marg , Malviya Nagar, Jaipur (NHO Room)
BLR	9.00	Genpact, # 99, Surya Park, Electronic City, Bangalore - 560100
KOL	10.00	Genpact India Unitech Hi Tech Structures Ltd. - IT/ITeS SEZ Building C1, 1st Floor Infospace Complex, DH 1, 2, 3 & 3/1, New Town Kolkata
***In order to experience a smooth Onboarding, please reach the venue on time*		

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T.I.M.E. Triumphant Institute of Management Education Pvt. Ltd

MADURAI CENTRE

M/s. Genius Career Training Academy
(Licensee of Advanced Educational Activities Pvt. Ltd.)

Ms. Karthika B

Department Of Mathematics,

Fatima College,

Madurai

Dear Ms. Karthika B,

Sub: Letter of Offer Aptitude Trainer

Thank you for exploring career opportunities with Genius Career Training Academy, Madurai, A Franchisee of Triumphant Institute of Management Education Pvt. Ltd. (T.I.M.E.), Secunderabad and we are pleased to make you an offer.

This Offer is based on your profile and performance in the selection process. You have been selected for the position of Aptitude Trainer . You will be a part of the Course Delivery Team of T.I.M.E. Private ltd, Madurai.

Your gross salary will be INR 13000 per month, as per the terms and conditions, which will be annexed with your Appointment Order.

You are required to commence your duties on May 1st, 2024. Your work hours are scheduled from 9.00 a.m. to 7:00 p.m. You are obligated to work on all Saturdays, any two Sundays per month, and may occasionally be required to work on government holidays, excluding National Holidays. However, you are granted the flexibility to select one weekday (Monday through Friday) as your designated day off.

During the initial three months of your employment, you will undergo a probationary period. Subsequently, the job confirmation will be contingent upon your performance during this probationary phase. Commitment to a minimum two-year tenure with the company is anticipated

Kindly confirm your acceptance of this Offer in 7 days and send back a signed copy to us. If not, it will be construed that you are not interested in this job role and this offer will be automatically withdrawn.

With regards,

A P SABARI VINAYAKAM
Centre Director

30/03/2024
Signature with date:
Name of the Candidate: Karthika.B

Acceptance of Offer letter: 30.03.2024 *Date* 30.03.2024

I accept this offer

9/5, 2nd Floor, Abdul Kabar Khan Road, Chinna Chokkikulam, Madurai - 625 002. **Tel: 7868006060.**
e-mail : madurai@time4education.com **website :**www.time4education.com
Head Office : 95B, 2nd Floor, Siddamsetty Complex, Park Lane, Secunderabad - 500 003. **Tel: 40088300/400**

7200007629, 9346646219

ST. JOSEPH'S MATRIC HIGHER SECONDARY SCHOOL

(Recognized by the Director of Matriculation Schools, R.C.No.1061/C2/2023 dt. 27.03.2023)

KILANGATTOOR, MANAMADURAI-630606

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N. Brindha, M.Com., M.Phil., B.Ed.,
PRINCIPAL

Dr. D. Christiraj, M.A.(Eco), M.A.(His),M.Ed.,M.Phil.,Ph.D.
SECRETARY

Dated:

ORDER OF APPOINTMENT

To,

MISS. T.HARINI, BSc., M.C.A.,
DESIGNATION: CO-ORDINATOR
ADDRESS: 497/A KUMAR STREET, RAJAPALAYAM,
VIRUDHUNAGAR.

Sir / Madam,

With reference to your application and the subsequent interview conducted on 24-05-2024 at the school premises, The Management is pleased to appoint you as a Teacher in **St. Joseph's Matric. Hr. Sec School / St. Joseph's Nursery & Primary School / St. Joseph's Elite Play School**, Manamadurai. You will be on probation for period of one year from the date of your joining duty. You are asked to take charge effectively from: 01-06-2024.

Your appointment shall be liable to be termination at the discretion of the management during the period of probation with 3 months' notice. In the event of your resignation without prior permission after receiving the appointment order or during the period of probation you should pay three months' salary. The notice for resignation will be accepted only on completion of the academic year. If there are any unavoidable reasons two months prior information should be given to the management. You are liable to be transferred to any of our schools, either Matric or Nursery or Play School.

The salary is fixed as 13000/- per month.

Arkay Glenrock
Stone Surfaces and Memorials

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APPOINTMENT ORDER – "TRAINEE"

No. : AGR/HRE-MO/2024-25
Date : 14.06.2024

Smt. Amritha Sri
D/o Mr.V.M.Palanichamy
No. 49- B West ponnagaram 3rd Street,
Arappalayam, Madurai-625016

Dear Amritha Sri,

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.13000/- 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.
12. During the tenure of your training with us, seeking employment with our competitors manufacturing similar or allied products is totally prohibited (either by application or through

Office:
Arkay Glenrock Private Limited
"Meenatshi" Aswini Street, Duraisamy Nagar,
By-pass Road, Madurai - 625 016. Tamilnadu, India
+91 452 4354000 / 4355000
india@arkayglenrock.com www.arkayglenrock.com
GST NO : 33AACCA4825A1ZE

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

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PARIMALAM EDUCATIONAL TRUST

Union Office Road, Vadipatti - 625218. Madurai (Dist)
E-mail : thaaischool@gmail.com Website : www.thaai.com
Phone : (04543) 254155, Mobile : 99653 27057 | 90258 52090

DIGNITY • KNOWLEDGE • WISDOM

Date : 07.03.2024
Date :

S.V.GANDHI B.com.,B.L.,M.P.Ed.,NIS
Chairman / Secretary
98421 54002

To

Mrs. Ishwarya Rani M.Sc.,
W/o Mr. Thirumal Chandran,
6, Raamuni Nagar 3rd st,
Karisalkulam,
Vilangudi.

APPOINTMENT LETTER

Dear Sir / Madam,

With reference to the interview dated 01.03.2024 and the discussion we had with you, we are happy to inform that you are selected for the post of **Teacher** in **Thaai Matric Hr.Sec.School, Vadipatti.**

The date of joining will be confirmed later.

CHAIRMAN
Chairman
Parimalam Educational Trust
Vadipatti, Madurai-625 218

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PARIMALAM EDUCATIONAL TRUST

Union Office Road, Vadipatti - 625218. Madurai (Dist)
E-mail : thaaischool@gmail.com Website : www.thaai.com
Phone : (04543) 254155, Mobile : 99653 27057 | 90258 52090

DIGNITY • KNOWLEDGE • WISDOM

Date : 07.03.2024
Date :

S.V.GANDHI B.com.,B.L.,M.P.Ed.,NIS
Chairman / Secretary
98421 54002

To

Ms.Aparna M.Sc.,
D/o Mr.Karthikeyan,
Sambakulam (vill),
Kondayampatti (P.o),
Vadipatti.

APPOINTMENT LETTER

Dear Sir / Madam,

With reference to the interview dated 01.03.2024 and the discussion we had with you, we are happy to inform that you are selected for the post of **Teacher in Thaai Matric Hr.Sec.School, Vadipatti.**

The date of joining will be confirmed later.

CHAIRMAN

Parimalam Educational Trust
Vadipatti, Madurai 625 218

ASK EVA

Ch
the w
Mess

62

OFFER LETTER

Date: 30th May 202

Dear Naga Brindha S,

Congratulations! With reference to your application, we are pleased to inform you that you have been selected for Employment with AskEva as **Business Development Executive**. This is a full- time position; your expected starting date is **27.05.2024** & your working hours will be Monday to Saturday 09.30 am to 06.30 pm. Your current working location will be **@Madurai**. Your CTC will be **12,000/-** per month.

You are required to ensure the timely submission of the specified documents upon your commencement.Non-submission might lead to withdrawal of your offer.

1. Employee joining form
2. Bank A/c No – only through Cancelled Cheque leaf or bank passbook first page copy.
3. Educational Certificates – Highest education
4. Experience/Relievingletter and Last drawn Pay slips
5. PAN and Aadhaar Card
6. Passport size photographs and current address proof.

We eagerly anticipate your presence on our team.

Best regards,

Human Resource Department

ASK EVA

Change the way of Messaging

59

OFFER LETTER

Date: 1st May 2024

Dear Sherin Aarthifa S,

Congratulations! With reference to your application, we are pleased to inform you that you have been selected for Employment with AskEva as **Business Development Executive**. This is a full- time position; your expected starting date is **24.05.2024** & your working hours will be Monday to Saturday 09.30 am to 06.30 pm. Your current working location will be **@Madurai**. Your CTC will be **12,000/-** per month.

You are required to ensure the timely submission of the specified documents upon your commencement.Non-submission might lead to withdrawal of your offer.

1. Employee joining form
2. Bank A/c No – only through Cancelled Cheque leaf or bank passbook first page copy.
3. Educational Certificates – Highest education
4. Experience/Relievingletter and Last drawn Pay slips
5. PAN and Aadhaar Card
6. Passport size photographs and current address proof.

We eagerly anticipate your presence on our team.

Best regards,

Human Resource Department

SF-4-7, Parsn Samuruthi Mahal, Opp.Fatima college, Vilangudi, Madurai - 18.
97518 11110 info@askeva.in

ASK EVA

Change the way of Messaging

60

OFFER LETTER

Date: 1st May 2024

Dear Nandhini K,

Congratulations! With reference to your application, we are pleased to inform you that you have been selected for Employment with AskEva as **Business Development Executive**. This is a full- time position; your expected starting date is **24.05.2024** & your working hours will be Monday to Saturday 09.30 am to 06.30 pm. Your current working location will be **@Madurai**. Your CTC will be **12,000/-** per month.

You are required to ensure the timely submission of the specified documents upon your commencement.Non-submission might lead to withdrawal of your offer.

1. Employee joining form
2. Bank A/c No – only through Cancelled Cheque leaf or bank passbook first page copy.
3. Educational Certificates – Highest education
4. Experience/Relievingletter and Last drawn Pay slips
5. PAN and Aadhaar Card
6. Passport size photographs and current address proof.

We eagerly anticipate your presence on our team.

Best regards,

Human Resource Department

SF-4-7, Parsn Samuruthi Mahal, Opp.Fatima college, Vilangudi, Madurai - 18.

97518 11110 info@askeva.in

ASK EVA

Change the way of Messaging

61

OFFER LETTER

Date: 1st May 2024

Dear Naga Lakshmi M,

Congratulations! With reference to your application, we are pleased to inform you that you have been selected for Employment with AskEva as **Business Development Executive**. This is a full- time position; your expected starting date is **24.05.2024** & your working hours will be Monday to Saturday 09.30 am to 06.30 pm. Your current working location will be **@Madurai**. Your CTC will be **12,000/-** per month.

You are required to ensure the timely submission of the specified documents upon your commencement.Non-submission might lead to withdrawal of your offer.

1. Employee joining form
2. Bank A/c No – only through Cancelled Cheque leaf or bank passbook first page copy.
3. Educational Certificates – Highest education
4. Experience/Relievingletter and Last drawn Pay slips
5. PAN and Aadhaar Card
6. Passport size photographs and current address proof.

We eagerly anticipate your presence on our team.

Best regards,

Human Resource Department

SF-4-7, Parsn Samuruthi Mahal, Opp.Fatima college, Vilangudi, Madurai – 18.
97518 11110 info@askeva.in

(17)

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India.
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel:+91 904 700 5822

Ref: BSTEK/EMPOFF/240301/06

Date: 01.03.2024

Sub: Offer of Appointment - reg.

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as **Web Designer - Trainee** at our **Madurai** Office, Subject to the terms and conditions outlined herein.

You are required to join on **03/06/2024** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend **INR 9,000/-** p.m. (all inclusive)

CTC @ Regular Job: **INR 12,000 – 15, 000** p.m. (all inclusive)

To,

Ms.Meghasree M
L2/88, TNHB colony,
Railar Nagar, Sector-4,
Madurai - 625018.
meghamurugan27@gmail.com

For **BS Teknology Private Limited**

Authorized Signatory

BS TEKNOLOGY PRIVATE LIMITED MADURAI

Please note that this offer of employment is subject to you being found medically fit at the medical examination to be arranged by us. Apart from this offer letter you have to sign the detailed service agreement on the time of joining.

Compulsory Period of Service

(a) Associate has to work as on the job paid trainee for the period of 3 Month(s), which is subject to vary depend upo performance.

(b) Associate will be promoted to a regular employee in writing after successful completion of on the job training period based o the performance and the suitable vacancy/project exists on that time. Associate has to serve with the company for th mandatory period say 12 months from the date of confirmation/promotion.

Termination of employment

(a) Associate can terminate this employment by serving a notice of 30 days or pay one month salary only after completion of the Month(s) on the job training and 12 months mandatory period of service on the other However, if approved by the Company, associate may pay sum of salary (CTC) and stipend so for paid by the company, estimated liquidated damages and applica training charges.

(b) If you involved in any of criminal / employment related cases either disposed or pending before any court of law then y employment shall automatically come to end without any notice of termination.

If the company lacks projects, or if you fail to cooperate in completing assigned tasks or meeting targets on time, or if your profile deviate from the company's requirements, the company reserves the right to terminate your employment without prior notice.

General

For any service of notice or communication of whatever kind, you will be informed by ordinary post or e-mail or SMS or WhatsApp at the address given by you at the time of appointment or such other address which you may give in future or on notice board, which shall be considered to be the sufficient service on you. In case of any change of address, you will be inform the management in writing to thi effect within one week of such change and get such new address recorded in your personal record.

M. Meghasree

Signature of Associat

Chief Executive Officer

(18)

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India.
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel:+91 904 700 5822

Ref: BSTEK/EMPOFF/240301/07

Date: 01.03.2024

Sub: Offer of Appointment - reg

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as **Web Designer - Trainee** at our **Madurai** Office, Subject to the terms and conditions outlined herein.

You are required to join on **03/06/2024** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend **INR 9,000/-** p.m. (all inclusive)

CTC @ Regular Job: **INR 12,000 – 15, 000** p.m. (all inclusive)

To,
Ms.Subasri S
24, EB Colony,
Near Swimming Pool,
Kovalan nagar Extension,
Madurai - 625003.
subaa2501@gmail.com

For BS Teknology Private Limited

Authorized Signatory

BS TEKNOLOGY PRIVATE LIMITED MADURAI

Please note that this offer of employment is subject to you being found medically fit at the medical examination to be arranged by us. Apart from this offer letter you have to sign the detailed service agreement on the time of joining.

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S. Subash

Signature of Associate

(19)

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India.
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel:+91 904 700 5822

Ref: BSTEK/EMPOFF/240301/08

Date: 01.03.2024

Sub: Offer of Appointment - reg.

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as **Sales Executive -Trainee** at our **Madurai** Office, Subject to the terms and conditions outlined herein.

You are required to join on **03/06/2024** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend **INR 9,000/-** p.m. (all inclusive)

CTC @ Regular Job: INR **12,000 – 15, 000** p.m. (all inclusive)

To,
Ms. Bhuvaneshwari V
Bala murugan Kovil First Street,
Vilangudi ,
Madurai - 625018.
bbhuvaneshwari323@gmail.com

For BS Teknology Private Limited

BS TEKNOLOGY PRIVATE LIMITED MADURAI

uthorized Signatory

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Compulsory Period of Service

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Signature of Associat

(20)

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India.
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel:+91 904 700 5822

Ref: BSTEK/EMPOFF/240301/10

Date: 01.03.2024

Sub: Offer of Appointment - reg.

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as **Sales Executi -Trainee** at our **Madurai** Office, Subject to the terms and conditions outlined herein.

You are required to join on **03/06/2024** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend **INR 9,000/-** p.m. (all inclusive)

CTC @ Regular Job: INR 12,000 – 15, 000 p.m. (all inclusive)

To,

Ms. Dharani B
1/91, Keela Theru,
Nagamalai Pudhukottai,
Madurai - 625019.
baskarandharani13@gmail.com

For BS Teknology Private Limited

Authorized Signatory

Please note that this offer of employment is subject to you being found medically fit at the medical examination to be arranged by us. Apart from this offer letter you have to sign the detailed service agreement on the time of joining.

Compulsory Period of Service

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General

For any service of notice or communication of whatever kind, you will be informed by ordinary post or e-mail or SMS or WhatsApp at the address given by you at the time of appointment or such other address which you may give in future or on notice board, which shall be considered to be the sufficient service on you. In case of any change of address, you will be inform the management in writing to this effect within one week of such change and get such new address recorded in your personal record.

B. Dharani

Signature of Associate

(21)

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel: +91 904 700 5822

Ref: BSTEK/EMP/01/240301/09

Date: 01.03.2024

Sub: Offer of Appointment - reg

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as Sales Executive -Trainee at our Madurai Office, Subject to the terms and conditions outlined herein

You are required to join on 03/06/2024 and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend INR 9,000/- p.m (all inclusive)

CTC @ Regular Job INR 12,000 - 15, 000 p.m (all inclusive)

To,
Ms. Sahaya Nisha A
26-1/A, C Abdhamani Road,
Soosaiapper puram,
Madurai - 625009.
Sahayanisha81@gmail.com

For BS Teknology Private Limited

BS TEKNOLOGY PRIVATE LIMITED MADURAI

Authorized Signatory

Please note that this offer of employment is subject to you being found medically fit at the medical examination to be arranged by us. Apart from this offer letter you have to sign the detailed service agreement on the time of joining.

Compulsory Period of Service

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A. Sahaya Nish
Signature of Associa

(22)

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India.
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel:+91 904 700 5822

Ref: BSTEK/EMPOFF/240301/03

Date: 01.03.2024

Sub: Offer of Appointment - reg.

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as **Web Designer - Trainee** at our **Madurai** Office, Subject to the terms and conditions outlined herein.

You are required to join on **03/06/2024** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend **INR 9,000/-** p.m. (all inclusive)

CTC @ Regular Job: INR 12,000 – 15, 000 p.m. (all inclusive)

To,
Ms. Keerthi M
1, North Veli Street,
Paravai ,
Madurai - 625402.
mkeerthi1762004@gmail.com

For BS Teknology Private Limited

BS TEKNOLOGY PRIVATE LIMITED MADURAI

Authorized Signatory

Please note that this offer of employment is subject to you being found medically fit at the medical examination to be arranged by us Apart from this offer letter you have to sign the detailed service agreement on the time of joining.

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Signature of Associate

Dept. of Computer Applications

(23)

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India.
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel:+91 904 700 5822

Ref: BSTEK/EMPOFF/240301/04

Date: 01.03.2024

Sub: Offer of Appointment - reg.

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as **PHP Developer -Trainee** at our **Madurai** Office, Subject to the terms and conditions outlined herein.

You are required to join on **03/06/2024** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend **INR 9,000/-** p.m. (all inclusive)

CTC @ Regular Job: INR 12,000 – 15, 000 p.m. (all inclusive)

To,
Ms. Angelin Christhi S
U/730, C.R camp,
Anaiyur(PO),
Koodal Nagar ,
Madurai - 625017.
achristhi@gmail.com

For **BS Teknology Privated Limited**

BS TEKNOLOGY PRIVATE LIMITED MADURAI

Authorized Signatory

Please note that this offer of employment is subject to you being found medically fit at the medical examination to be arranged by us. Apart from this offer letter you have to sign the detailed service agreement on the time of joining.

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Signature of Associate

(24)

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India.
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel:+91 904 700 5822

Ref: BSTEK/EMPOFF/240301/02

Date: 01.03.2024

Sub: Offer of Appointment - reg.

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as **PHP Developer -Trainee** at our **Madurai** Office, Subject to the terms and conditions outlined herein.

You are required to join on **03/06/2024** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend **INR 9,000/-** p.m. (all inclusive)

CTC @ Regular Job: INR 12,000 – 15, 000 p.m. (all inclusive)

For **BS Teknology Private Limited**

BS TEKNOLOGY PRIVATE LIMITED MADURAI

Authorized Signatory

To,
Ms. Aasifa A
2/108 Aaseth street,
New Meenakshi Nagar,
Power House Backside ,
Madurai - 625009.
aasifasheriff14@gmail.com

Please note that this offer of employment is subject to you being found medically fit at the medical examination to be arranged by us. Apart from this offer letter you have to sign the detailed service agreement on the time of joining.

Compulsory Period of Service

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A.A

Signature of Associate

25

BS TEKNOLOGY PRIVATE LIMITED

#14, 1st Floor, Meenakshi Amman Nagar, Suriya Nagar
Madurai-625007, Tamilnadu, India.
e-Mail: info@bsteknology.com
Website : www.bsteknology.com
Tel:+91 904 700 5822

Ref: BSTEK/EMPOFF/240301/01

Date: 01.03.2024

Sub: Offer of Appointment - reg.

With respect to the interview held on 27/02/2024 we are pleased to offer you an appointment in our organization as **Web Designer - Trainee** at our **Madurai** Office, Subject to the terms and conditions outlined herein.

You are required to join on **03/06/2024** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing

3 Months on the job training with Stipend **INR 9,000/-** p.m. (all inclusive)

CTC @ Regular Job: INR 12,000 – 15, 000 p.m. (all inclusive)

To,

Ms. Swathi RC
7, Vasantha Illam, Vaigai Veethi,
HMS Colony ,
Madurai - 625016.
swathijayakumar262@gmail.com

For **BS Teknology Private Limited**

Authorized Signatory

BS TEKNOLOGY PRIVATE LIMITED * MADURAI

Please note that this offer of employment is subject to you being found medically fit at the medical examination to be arranged by us. Apart from this offer letter you have to sign the detailed service agreement on the time of joining.

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(b) Associate will be promoted to a regular employee in writing after successful completion of on the job training period based on the performance and the suitable vacancy/project exists on that time. Associate has to serve with the company for the mandatory period say 12 months from the date of confirmation/promotion.

ermination of employment

) Associate can terminate this employment by serving a notice of 30 days or pay one month salary only after completion of the 3 Month(s) on the job training and 12 months mandatory period of service on the other However, if approved by the Company, an associate may pay sum of salary (CTC) and stipend so for paid by the company, estimated liquidated damages and applicable training charges.

If you involved in any of criminal / employment related cases either disposed or pending before any court of law then your employment shall automatically come to end without any notice of termination.

ne company lacks projects, or if you fail to cooperate in completing assigned tasks or meeting targets on time, or if your profile deviates m the company's requirements, the company reserves the right to terminate your employment without prior notice.

neral

any service of notice or communication of whatever kind, you will be informed by ordinary post or e-mail or SMS or WhatsApp at the ress given by you at the time of appointment or such other address which you may give in future or on notice board, which shall be sidered to be the sufficient service on you. In case of any change of address, you will be inform the management in writing to this ct within one week of such change and get such new address recorded in your personal record.

R.C.

Signature of Associate

PARIMALAM EDUCATIONAL TRUST

Union Office Road, Vadipatti - 625218. Madurai (Dist)
E-mail : thaaischool@gmail.com Website : www.thaai.com
Phone : (04543) 254155, Mobile : 99653 27057 | 90258 52090

S.V.GANDHI B.com.,B.L.,M.P.Ed.,NIS
Chairman / Secretary
98421 54002

Date :

Date : 07.03.2024

To

Ms. Subhagini M.Com.,
D/o Mr.Rajan,
1/17,West st,
Rayapuram.

APPOINTMENT LETTER

Dear Sir / Madam,

With reference to the interview dated 01.03.2024 and the discussion we had with you, we are happy to inform that you are selected for the post of **Teacher in Thaai Matric Hr.Sec.School, Vadipatti.**

The date of joining will be confirmed later.

CHAIRMAN
Chairman
Parimalam Educational Trust
Vadipatti, Madurai-625 218

ARR HOLIDAYS PVT LTD

NO. 12 A. ATP TOWER. BYPASS ROAD. MADURAI - 625016.
+91 99439 99838 www.arrholidays.in

OFFER LETTER

01 JUNE, 2024

TO:

Ms. FLORENCE BENCY. M

D/o. Mariselvam, 4 Near Ayyanar Kovil,
Aruldasspuram, Thathneri, Madurai North,
Madurai - 625018

Dear Ms. FLORENCE BENCY. M

Congratulations! We are pleased to confirm that you have been selected to work for **ARR HOLIDAYS PVT LTD**. We are delighted to make you The position we are offering you is that of **TRAVEL CONSULTANT,** after 10 month you will be promoted **TRAVEL EXPERT** monthly salary of an annual income **1,08,000 CTC**. with 1 year contract & Your working Time will be from 10:00 AM to 07:00 PM.

Benefits for the position include:

- **9 hours working hours flexible timings (lunch: 30 mins)**
- **26 working days**
- **Incentive 5%, will need profits ₹. 1 Lacs**
- **Monthly 4 days leave.**
- **Yearly trip (Domestic/International)**
- **Every 2 months best employee graduates (lunch, Dinner, Movie Tickets).**
- **Every year best employee promotions**

We would like you to start work on **20/05/2024** at **10 AM.** If this date is not acceptable, please contact us immediately.

Please sign the enclosed copy with any passport size photo, original mark sheet & id proof, of this letter and return it to me by to indicate your acceptance of this letter.

I accept the appointment offered in the above letter and I accept the Terms and Conditions as stated therein.

Regards,

Mrs. Eswari
General Manager

ARR HOLIDAYS PVT LTD
NO. 12A, ATP TOWERS.
BYPASS ROAD,
MADURAI - 625016.

With faithfully

Ms. FLORENCE BENCY. M

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ARR HOLIDAYS PVT LTD

NO. 12 A. ATP TOWER. BYPASS ROAD. MADURAI - 625016.
+91 99439 99838 www.arrholidays.in

OFFER LETTER

01 JUNE, 2024

TO:

Ms. LATHIKA. K

D/o: Kumar, 84, Pattukottai
Kalyanasundaram Street,
Meenampalayam, Madurai North,
Madurai - 625002

Dear Ms. LATHIKA. K

Congratulations! We are pleased to confirm that you have been selected to work for **ARR HOLIDAYS PVT LTD**. We are delighted to make you The position we are offering you is that of **TRAVEL CONSULTANT,** after 10 months you will be promoted **TRAVEL EXPERT** monthly salary of an annual income **1,08,000 CTC**. with 1 year contract & Your working Time will be from 10:00 AM to 07:00 PM.

Benefits for the position include:

- **9 hours working hours flexible timings (lunch: 30 mins)**
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Please sign the enclosed copy with any passport size photo, original mark sheet & id proof, of this letter and return it to me by to indicate your acceptance of this letter.

I accept the appointment offered in the above letter and I accept the Terms and Conditions as stated therein.

Regards,

Mrs. Eswari
General Manager

ARR HOLIDAYS PVT LTD
NO. 12A, ATP TOWERS,
BYPASS ROAD,
MADURAI - 625016.

With faithfully

Ms. LATHIKA. K

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ARR HOLIDAYS PVT LTD

NO. 12 A. ATP TOWER. BYPASS ROAD. MADURAI - 625016.
+91 99439 99838 www.arrholidays.in

OFFER LETTER

TO:

01 JUNE, 2024

Ms. MALINI. R

C/o: Ravi Kumar, 166,
Melaponnagaram, 2nd Street,
Britto School, Gomaspalayam,
Madurai South, Arasaradi
Madurai - 625016.

Dear Ms. MALINI. R

Congratulations! We are pleased to confirm that you have been selected to work for ARR HOLIDAYS PVT LTD. We are delighted to make you The position we are offering you is that of **TRAVEL CONSULTANT**, after 10 months you will be promoted **TRAVEL EXPERT** monthly salary of an annual income **1,08,000 CTC**, with 1 year contract & Your working Time will be from 10:00 AM to 07:00 PM.

Benefits for the position include:

- **9 hours working hours flexible timings (lunch: 30 mins)**
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Please sign the enclosed copy with any passport size photo, original mark sheet & id proof, of this letter and return it to me by to indicate your acceptance of this letter.

I accept the appointment offered in the above letter and I accept the Terms and Conditions as stated therein.

With faithfully

Ms. MALINI. R

Regards,

Mrs. Eswari
General Manager

ARR HOLIDAYS PVT LTD
NO 12A, ATP TOWERS,
BYPASS ROAD,
MADURAI - 625016

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ARR HOLIDAYS PVT LTD

NO. 12 A, ATP TOWER, BYPASS ROAD, MADURAI - 625016.
+91 99439 99838 www.arrholidays.in

OFFER LETTER

TO:

01 JUNE, 2024

Ms. LAVANYA. M

C/o: Mathiyalagan M,
11/6 Jeeva Street, Bethaniyapuram,
Madurai South, Arasaradi,
Madurai - 625016.

Dear Ms. LAVANYA. M

Congratulations! We are pleased to confirm that you have been selected to work for ARR HOLIDAYS PVT LTD. We are delighted to make you The position we are offering you is that of **TRAVEL CONSULTANT,** after 10 months you will be promoted **TRAVEL EXPERT** monthly salary of an annual income **1,08,000 CTC.** with 1 year contract & Your working Time will be from 10:00 AM to 07:00 PM.

Benefits for the position include:

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- **26 working days**
- **Incentive 5%, will need profits ₹. 1 Lacs**
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Please sign the enclosed copy with any passport size photo, original mark sheet & id proof, of this letter and return it to me by to indicate your acceptance of this letter.

I accept the appointment offered in the above letter and I accept the Terms and Conditions as stated therein.

Regards,

Mrs. Eswari
General Manager

ARR HOLIDAYS PVT LTD
NO. 12A, ATP TOWERS,
BYPASS ROAD,
MADURAI - 625016.

With faithfully

Ms. LAVANYA. M

Scanned with OKEN Scanner

(28)

PARIMALAM EDUCATIONAL TRUST

Union Office Road, Vadipatti - 625218. Madurai (Dist)
E-mail : thaaischool@gmail.com Website : www.thaai.com
Phone : (04543) 254155, Mobile : 99653 27057 | 90258 52090

DIGNITY • KNOWLEDGE • WISDOM

S.V.GANDHI B.com.,B.L.,M.P.Ed.,NIS
Chairman / Secretary
98421 54002

Date :

Date : 07.03.2024

To

Ms. Haritha M.Com.,
D/o Mr.Mahalingam,
28,Max Spring Residency,
Sivan Kovil stop,
Pothumbu (P.o),
Madurai.

APPOINTMENT LETTER

Dear Sir / Madam,

With reference to the interview dated 01.03.2024 and the discussion we had with you, we are happy to inform that you are selected for the post of **Teacher in Thaai Matric Hr.Sec.School, Vadipatti.**

The date of joining will be confirmed later.

CHAIRMAN
Parimalam Educational Trust
Vadipatti, Madurai-625 218

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PARIMALAM EDUCATIONAL TRUST

Union Office Road, Vadipatti - 625218. Madurai (Dist)
E-mail : thaaischool@gmail.com Website : www.thaai.com
Phone : (04543) 254155, Mobile : 99653 27057 | 90258 52090

DIGNITY + KNOWLEDGE + WISDOM

S.V.GANDHI B.com.,B.L.,M.P.Ed.,NIS
Chairman / Secretary
98421 54002

Date :

Date : 07.03.2024

To

Ms. Carlin Lincy.LB.Com.,
D/o Mr.Lazar,
106,Subramaniya Siva st,
Nehru Nagar,
Madurai.

APPOINTMENT LETTER

Dear Sir / Madam,

With reference to the interview dated 01.03.2024 and the discussion we had with you, we are happy to inform that you are selected for the post of **Teacher in Thaai Matric Hr.Sec.School, Alanganallur.**

The date of joining will be confirmed later.

CHAIRMAN
Parimalam Educational Trust
Vadipatti, Madurai-625 218

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VINSUP INFOTECH PVT LTD

Date: 02nd May 2024
Ref: **Thanika Devi K**
Madurai
Tamil Nadu 625016

Sub: Letter of Appointment

Dear Thanika Devi K
Welcome to Vinsup InfoTech Pvt Ltd!

We are pleased to appoint you to the position of **Marketing Trainee,** at **Vinsup InfoTech Pvt Ltd** (hereinafter referred to as the "Company") having its registered office at No.369/4, Krishnan Kovil Street, Ayikudy, Kadayanallur, Tirunelveli, Tamil Nadu 627852, on the following terms and conditions:

1. **EMPLOYMENT**

Commencement of Employment: Your employment as **Software Trainee** will be effective as of **02ndMAY 2024.**

a. **Duties**: Your principal duties and responsibilities will be as assigned by the Company from time to time.
b. **Transfers**: You may be transferred by the Company anywhere within and outside India to work at its branch offices, client or affiliate locations and you agree to relocate/transfer to any place within or outside India, at the Company so directs based on the exigencies of work, depending on the business requirements.

2. **TERMS AND CONDITIONS**

a. **Work Schedule:** The standard work week for all employees is defined by the business with which an employee is associated. You are expected to cover the shifts as per your team working structure for proper discharge of your duties to the Company. The period and hours of work will be subject to alteration at any time. You shall comply with all regulations relating to hours of work as are laid down from time to time by the Management
b. **Attendance and Punctuality:** You are required to adhere to work schedules by reporting to work at the specified starting time and taking lunch periods and breaks as authorized. The Company expects that every employee will be regular and punctual in attendance.
c. **Holidays:** The Company shall notify list of declared holidays in the beginning of each year.

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VINSUP INFOTECH PVT LTD

Date: 05th May 2024
Ref: Ms Sujitha. N
Madurai
Tamil Nadu 625016

Sub: Letter of Appointment

Dear Sujitha N.
Welcome to Vinsup InfoTech Pvt Ltd!

We are pleased to appoint you to the position of **Marketing Trainee**, at **Vinsup InfoTech Pvt Ltd** (hereinafter referred to as the "Company") having its registered office at No.369/4, Krishnan Kovil Street, Ayikudy, Kadayanallur, Tirunelveli, Tamil Nadu 627852, on the following terms and conditions:

1. **EMPLOYMENT**

Commencement of Employment: Your employment as **Marketing Trainee** will be effective as of **05th MAY 2024.**

a. **Duties:** Your principal duties and responsibilities will be as assigned by the Company from time to time.
b. **Transfers:** You may be transferred by the Company anywhere within and outside India to work at its branch offices, client or affiliate locations and you agree to relocate/transfer to any place within or outside India, at the Company so directs based on the exigencies of work, depending on the business requirements.

2. **TERMS AND CONDITIONS**

a. **Work Schedule:** The standard work week for all employees is defined by the business with which an employee is associated. You are expected to cover the shifts as per your team working structure for proper discharge of your duties to the Company. The period and hours of work will be subject to alteration at any time. You shall comply with all regulations relating to hours of work as are laid down from time to time by the Management
b. **Attendance and Punctuality:** You are required to adhere to work schedules by reporting to work at the specified starting time and taking lunch periods and breaks as authorized. The Company expects that every employee will be regular and punctual in attendance.
c. **Holidays:** The Company shall notify list of declared holidays in the beginning of each year.

CONSULTING AGREEMENT

This Consulting Agreement ("**Agreement**") is entered into on **25-10-2024**, ("Effective Date"), by and between:

Such entity as specified under Annexure B to this Agreement (hereinafter referred to as "**Company**", which expression shall unless repugnant to the context or meaning thereof be deemed to include a reference to its successors and permitted assigns) of the FIRST PART

And

Bala Sri Sneha S whose details are specified under Annexure B to this agreement (hereinafter referred to as "**Consultant**", which expression shall unless repugnant to the context or meaning thereof be deemed to include a reference to its successors and permitted assigns) of the SECOND PART.

The Company and the Consultant shall be jointly referred to as '**Parties**' and separately as the '**Party**'.

Whereas:

1. Company is engaged in the business as detailed under Annexure B.
2. Consultant is engaged in the business as detailed under Annexure B and has represented that he/she has the necessary skills and experience to perform the Services (as defined hereinafter).
3. Basis Consultant's representation, Company has agreed to engage Consultant to provide the services, subject to and in accordance with the terms and conditions.

NOW, THEREFORE, the Parties agree as follows:

1. SERVICES.

1.1 Performance of Services. Consultant will perform consulting services ("Services") described in detail in Annexure A ("Scope of Work") for the Company on and from **25-10-2024** for the entire term of this Agreement. All Services should be performed in accordance with the terms and conditions of this Agreement and the Scope of Work.

1.2 Payment. Company shall pay Consultant fees, subject to deduction of applicable withholding taxes, in accordance with the terms set forth in the Scope of Work. Unless otherwise specified in the Scope of Work, Company will not reimburse Consultant for any expenses incurred by Consultant in connection with the performance of the Services.

2. RELATIONSHIP OF PARTIES.

2.1 Independent Contractor. Consultant is an independent contractor and is not an agent or employee of, and has no authority to bind, Company by contract or otherwise. Consultant will perform the Services under the

general direction of Company, but Consultant will determine, in Consultant's sole discretion, the manner and means by which the Services are accomplished, subject to the requirement that Consultant will at all times comply with applicable law.

2.2 Taxes and Benefits. All taxes on net income and similar assessments, levies and government imposed obligations with respect to Services shall be the obligation of and be paid by Consultant. The Consultant will indemnify Company and hold it harmless from and against all claims, damages, losses, costs and expenses, including reasonable fees and expenses of attorneys and other professionals, relating to any obligation imposed by law on Company to pay any withholding taxes, social security, unemployment or disability insurance, or similar items in connection with compensation received by Consultant pursuant to this Agreement. Consultant will not be entitled to receive any vacation or illness payments or to participate in any plans, arrangements, or distributions by Company pertaining to any bonus, stock option, profit sharing, insurance or similar benefits for Company's employees.

2.3 Additional Benefits. Company (if it deems fit) may extend certain benefits to the Consultant or may enrol the Consultant under certain benefit programmes identical to what it offers to its employees. In such cases, the Consultant expressly agrees to abide by the terms and conditions as communicated by the Company while according these benefits. Further, the Consultant agrees to not misuse (instance of misuse to be solely determined by the Company) the benefit or exploit the same (commercially or otherwise) without the prior written consent of the Company. All such benefits may be revoked by the Company at any time without any reason, and shall always be coterminous with the termination of this Agreement.

3. OWNERSHIP AND INTELLECTUAL PROPERTY RIGHTS.

3.1 Company shall retain all rights, title and interest in its patents, moral rights, copyrights, trademarks, proprietary marks and/or licensed software, service marks, Innovations (defined below), Confidential Information (defined below) and trade secrets ("Intellectual Property Rights") and nothing shall be construed to restrict, impair, transfer, license, convey or otherwise alter or deprive Company of any of its rights or proprietary interests therein. Consultant and Company agree that, to the fullest extent legally possible, all Innovations (defined below) will be works made for hire owned exclusively by Company. Consultant agrees that, regardless of whether the Innovations are legally works made for hire, all Innovations will be the sole and exclusive property of Company, including without limitation all Innovations resulting from Services performed by Consultant on and after the Effective Date. Consultant hereby irrevocably transfers and assigns to Company, and agrees to irrevocably transfer and assign to Company, all right, title and interest in and to the Innovations (including without limitation all Innovations resulting from Services performed by Consultant on and after the Effective Date. The Consultant shall execute such documents as may be deemed necessary by the Company to perfect the Company's title and interest in the Innovations and the Intellectual Property Rights therein.

3.2 Definition of Innovations. Consultant agrees to disclose in writing to Company all inventions, products, workout plans, diet charts, images, portfolios, designs, drawings, notes, documents, information, documentation, improvements, works of authorship, processes, techniques, know-how, technical and business plans, specifications, hardware, computer programs, databases, user interfaces, and other materials or innovations of any kind that Consultant may make, conceive, develop or reduce to practice, alone or jointly with

others, in connection with performing Services or that result from or that are related to such Services, whether or not they are eligible for patent, copyright, mask work, trade secret, trademark or other legal protection (collectively, “Innovations”).

4. CONFIDENTIALITY OBLIGATIONS

4.1 The Consultant acknowledges that as a consequence of his/her engagement with the Company pursuant to this Agreement, he/she has been and will be given access to Confidential Information. The Consultant agrees that while being engaged by Company, and upon expiry or termination of this Agreement, for any reason whatsoever, he/she shall not, directly or indirectly, use for himself/herself or use for/ disclose to any person or entity, any Confidential Information except as may be necessary in the proper discharge of his duties, as required by law, or with the prior written consent of the Company. Use of the Confidential Information contrary to the provisions of this Clause constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.This clause shall survive the expiry or earlier termination of this Agreement.

4.2 For the purpose of this Agreement, Confidential Information shall include without limitation, any or all information disclosed, either directly or indirectly, in written, representational, electronic, verbal or other form relating directly or indirectly to the present or potential business, operations or financial condition of or relating to the Company or its clients, customers and customers and shall specifically include (i) inventions, innovations, works, trademarks or intellectual property rights and any idea or know-how; (ii) confidential and proprietary trade secrets of the Company and/or all other information belonging or relating to the Company’s business that is not generally known; (iii) proprietary information relating to the development, utility, operation and functionality of Company business plans, details of present and proposed businesses, formulas, ideas, strategies, techniques, Policies, data related to employee or customers, present or proposed vendors/customers, information regarding research and development, unpublished financial statements, budgets and other financial details, computer programming techniques, methodologies and related technical information, marketing plans, forecasts, licenses, prices or lists, quotes, bids, controls, operating procedures, organisation responsibilities, software programs and files, operating manuals, user manuals, documentation, source code and any and all information pertaining to the Business either now or in the future; and (iv) sensitive personal data or personal information of its customers and clients collected by the Company. Any information disclosed to the Employee prior to the Effective Date by the Company, otherwise falling within any of the categories of Confidential Information, shall also be deemed to be Confidential Information.

5. WARRANTIES AND RESTRICTIONS.

5.1 Warranty on Services. Consultant hereby warrants and represents that (i) all Services provided here under shall be performed in accordance with the terms of this Agreement and instructions provided by the Company from time to time and with the current standards of care and diligence normally practiced by consultants in performing services of a similar nature,

5.2 The Consultant warrants that neither the Services, the Innovations nor any element thereof will infringe the intellectual property rights of any third party, (iii) neither the Services, the Innovations, nor any element thereof

will be subject to any restrictions or to any mortgages, liens, pledges, security interests, encumbrances or encroachments, (iv) Consultant will not grant, directly or indirectly, any rights or interest to third parties whatsoever in the Services or the Innovations.

5.3 Compliance with Laws. Consultant shall comply with all applicable central, state and local laws, regulations and codes in effect as of the date of the Effective Date, and throughout the duration of performing the Services.

5.4 Solicitation of Services. Because of the trade secret subject matter of Company's business, Consultant agrees that, during the term of this Agreement and for a period of six (6) months thereafter, (i) it will not solicit the services of any of Company's employees, consultants, suppliers or customers for Consultant's own benefit or for the benefit of any other person or entity; (ii) the Consultant shall not engage in any business which is in direct competition to the business of the Company.

5.5 Authority to provide Services. Consultant warrants that he / she is not precluded under any law or agreement or employment or otherwise from providing Services under this Agreement and that he / she has obtained all the necessary approvals / NOCs for entering into and provide Services under this Agreement. Further, Consultant agrees to defend, indemnify and hold harmless the Company in this regard.

6. TERM AND TERMINATION.

6.1 Term. This Agreement will commence on the Commencement Date and shall be in force and effect for a period of months, unless terminated earlier in accordance with the terms of this Agreement. However, Parties may be mutual agreement in writing, extend the Term of the Agreement.

6.2 Termination for Breach. Either party may terminate this Agreement immediately if the other party breaches any material term of this Agreement and if curable, fails to cure such breach within ten (10) days following written notice thereof from the non-breaching party.

6.3 Termination for Convenience. Either Party may terminate this Agreement at any time, without furnishing any reason, by 1 (one) month's advanced written notice to the other party. Provided that, in the event of a termination by the Consultant, Company may relieve the Consultant earlier than the completion of the notice period, without any liability other than that of pro-rata professional fee payment for work actually done until being relieved.

6.4 Effect of Termination.

(a) Upon the expiration or any termination of this Agreement for any reason, Consultant will promptly deliver to Company all Innovations, including all work in progress on any Innovations and all versions and portions thereof.

(b) Upon the expiration or any termination of this Agreement (except termination of this Agreement pursuant by Company pursuant to Section 6.2 for breach by Consultant), Company will pay Consultant any amounts that are due and payable under Section 1.2 for Services performed by Consultant prior to the effective date of

expiration or termination.

(c) Upon the expiration or termination of this Agreement for any reason, Consultant will promptly notify Company of all Confidential Information in Consultant's possession or control and will promptly deliver all such Confidential Information to Company, at Consultant's expense and in accordance with Company's instructions.

6.5 Survival. The provisions of the Agreement that naturally survive the expiry or termination of the Agreement shall continue to survive.

7. INDEMNIFICATION & LIMITATION OF LIABILITY

7.1 Consultant will indemnify the Company for the following:

a. claims for damages from third parties, including but not limited to claims relating to injury to property or person as a consequence of any act or omission attributable to the Consultant;
b. damages suffered or incurred by the Company as a consequence of destruction of tangible or intangible property, including loss of use resulting therefrom, that arise out of any negligent act or omission of Consultant; and
c. claims arising from intellectual property infringement and technology services errors or omissions.
d. Damages suffered or incurred as a consequence of breach of covenants, representations and warranties of the Consultant as specified under this Agreement; and
e. Damages arising as a consequence of willful misconduct, fraud, gross negligence and violation of applicable laws.

7.2 The Company shall not be liable for any indirect, consequential, special or remote damages even if the Company was made aware of the possibility of such damages.

8. GENERAL

8.1 No Election of Remedies. Except as expressly set forth in this Agreement, the exercise by Company of any of its remedies under this Agreement will be without prejudice to its other remedies under this Agreement or available at law or in equity.

8.2 Assignment. Consultant shall not assign or transfer any of Consultant's rights or delegate any of Consultant's obligations under this Agreement, in whole or in part, without Company's express prior written consent.

8.3 Equitable Remedies. Because the Services are personal and unique and because Consultant will have access to Confidential Information of Company, Company will have the right to enforce this Agreement and any of its provisions by injunction, specific performance or other equitable relief, without having to post a bond or other consideration, in addition to all other remedies that Company may have for a breach of this Agreement.

8.4 Attorneys' Fees. If any action is necessary to enforce the terms of this Agreement, the substantially prevailing party will be entitled to reasonable attorneys' fees, costs and expenses in addition to any other relief to which such prevailing party may be entitled.

8.5 Governing Law. This Agreement will be governed by and construed in accordance with the Indian Arbitration and Conciliation Act 1996. Any legal action or proceeding arising under this Agreement will be subject to Bangalore jurisdiction and the parties hereby irrevocably consent to the personal jurisdiction and venue therein.

8.6 Severability. If any provision of this Agreement is held invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement will remain in full force and effect, and the provision affected will be construed so as to be enforceable to the maximum extent permissible by law.

8.7 Notices. All notices required or permitted under this Agreement will be in writing and delivered by confirmed facsimile transmission, by courier or overnight delivery service, or by certified mail, and in each instance will be deemed given upon receipt. All notices will be sent to the addresses set forth above or to such other address as may be specified by either party to the other in accordance with this Section.

8.8 Entire Agreement. This Agreement, together with the Scope of Work, constitutes the complete and exclusive understanding and agreement of the parties with respect to the subject matter hereof and supersedes all prior understandings and agreements, whether written or oral, with respect to the subject matter hereof. In the event of a conflict, the terms and conditions of the Scope of Work will take precedence over the terms and conditions of this Agreement. Any waiver, modification or amendment of any provision of this Agreement will be effective only if in writing and signed by the parties hereto.

8.9 Waiver. The waiver of any breach of any provision of this Agreement will not constitute a waiver of any subsequent breach of the same other provisions hereof.

8.10 Counterparts. This Agreement may be executed in counterparts, each of which will be deemed an original, but all of which together will constitute one and the same instrument.

IN WITNESS WHEREOF, the parties have signed this Agreement as of the Effective Date.

COMPANY:	**CONSULTANT:**
 **Signature**	**Signature**
Name: Nidhi Sood	Name: Bala Sneha S

ANNEXURE A

Scope of Work:

This Scope of work details and the services to be provided to the Consultant.

Description of Services:

As a Yoga Trainer you are responsible for providing a balanced Yoga movement practice for participants of all levels and abilities, providing progressions and regressions when necessary, and educating patrons on appropriate movement principles and safe transitioning techniques.

-6 days working with one day of rotational off

-5 to 6 sessions per day

-Split shift as per schedule.

-No of minimum number of sessions is 117 per month

Incentive of Rs 300 after completing 117 session in a month

Rates and Payment:

Professional Fees (including consideration for exclusivity): INR 360000/- per Annum . All payments shall be subject to TDS. Consultant shall raise monthly invoices on the Company. Further, Company shall make payments against all undisputed invoices within 30 (thirty) days of receipt of such invoices by the Company.

Goods and Services Tax:

Company shall pay such amounts towards goods and services tax, or other applicable tax, if raised in invoice by the Consultant, which will be as per the rate specified under the laws in force during subsistence of this agreement. If the same is not raised in the respective month's invoice by Consultant, Company shall not be liable for its payment later.

Expense Reimbursement:

The Company shall reimburse the Consultant all reasonable expenses incurred only upon Company's prior written approval. Reimbursable expenses shall be invoiced together with all supporting documentation required by the Company.

ANNEXURE B
Details of the Company and Consultant

Particulars	**Details**
Name of the company	Cultfit Healthcare Pvt Ltd
Address of the company	Bangalore
Business / Profession of the consultant	Yoga Trainer
PAN of the consultant	
Citizenship	Indian
Address of the consultant	Chennai

12-SEP-2024

Letter Of Appointment

To,
Ms. Rosary Nancy J
TCS - Chennai

Dear Ms. Rosary Nancy,

Further to your acceptance of our offer letter vide TCSL/DT20245637251/- Chennai dated 14-Jul-2024 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 12-SEP-2024 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 2786319.

Yours sincerely,
For TATA Consultancy Services Limited



GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TCS Private & Confidential

10-05-2024

Sangeetha B
225 VOC Nagar, PP Chavadi
Madurai
Tamil Nadu
India
625016

Dear **Sangeetha B,**

Sub : Letter of offer as **Executive - Corporate Accounts** – reg.

This has reference to your application and the subsequent interviews/discussions you had with us, we are pleased to offer you the position of **Executive - Corporate Accounts** in our organization subject to the following terms and conditions:

1. This offer is subject to your joining the services on or before **20-05-2024**
2. You will be located at our **Chennai** facility. However, your services are liable to be transferred at any time to any location either within Chennai or any other locations.
3. Your emoluments will be **Rs. 3,00,000/-(Three Lakh Indian Rupees)** per Annum inclusive of all Allowance and bonus with applicable statutory/retirement benefit deductions as per Annex-1.
4. The annual CTC includes one month CTC as annual bonus paid every December.
5. You will be given a detailed Appointment letter upon joining the services.
6. You will be on **PROBATION** for a period of **SIX MONTHS** from the date of joining the service.
7. Your offer and appointment is subject to successful completion of medical examination and employment/background verification only.

We heartily welcome you to join our family.

Best Wishes.

Yours faithfully,

For **Synergy Maritime Pvt. Ltd**

Accepted By Sangeetha B

Authorized Signatory
Jyothsna Machcha

Annexure – 1

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	1,70,940	14,245
Hra	85,470	7,123
Gross	**2,56,410**	**21,368**
Provident Fund	20,513	1,709
Total Fixed Ctc	**2,76,923**	**23,077**
Annual Bonus	23,077	1,923
Actual Annual Ctc	**3,00,000**	**25,000**

Note: The annual bonus will be paid along with the December payroll. The monthly amount mentioned against annual bonus is only for reference.
Bonus will be paid in December and the bonus amount will be prorated based on the joining date.

DEDUCTIONS & CONTRIBUTIONS:

1. EPF contribution both from employee and employer is mandatory. Employee contribution 12% of Basic will be deducted from salary.
2. ESIC (for applicable cases) contribution from employee 1.75% is deducted from salary and direct contribution by employer 4.75% to ESIC which is over and above the CTC
3. Other statutory deductions such as income tax, professional tax etc. as applicable
4. Company provided food deduction per working day as applicable

OTHER BENEFITS;

1. Company paid Group Medical Insurance for employees, spouse and maximum of 2 children as applicable
2. Company paid Group Life Insurance for employees as applicable

For **Synergy Maritime Pvt. Ltd,**
Signature



Authorized Signatory
Jyothsna Machcha

Accepted By Sangeetha B

QUESS

WINNING TOGETHER



Emp.ID : 10031922

PRATHIPA .P

Blood Group : O+

Emergency No : 9790064465

KEREN PUBLIC SCHOOL

(SENIOR SECONDARY) Affiliated to CBSE, Delhi (Aff. No: 1930545. School Code: 55494)
K. Puliyankulam, Madurai - 625 514. Mobile : 92825 21184, 75488 71052
E-mail : kerencbseschool@gmail.com Website : www.kerenschool.com

14th March 2024

APPOINTMENT ORDER

Ms. A. Mary Josefa
No. 59/2, Muthu Thevar Colony,
VOC St, Virattipathu,
Madurai - 625016.

Mobile No: 6369151826.

Dear Ms. A. Mary Josefa

Greetings from Keren Schools,

We are glad to inform you that you have been appointed as an **English Teacher for Senior Secondary at our school.** We expect you to join duty on 3rd June 2024 and work with us for at least one Academic year.

In case of leaving in the intermediate period, you have to give in writing three months' notice in advance or one month's salary in lieu. The permanence of the role is subject to performance in the first year of employment.

Kindly produce the following documents on the day of joining. Original mark lists & Qualifying certificates along with photocopies thereof. Wish you all the best as you join our staff Team.

Thank You.

Yours Sincerely

Shakura Lilian Christina Grey
Principal

PRINCIPAL
KEREN PUBLIC SCHOOL
PULIANKULAM, CHECKANURANI
MADURAI-625 514

KEREN PUBLIC SCHOOL
SENIOR SECONDARY

Checkanurani, Madurai - 625514



B +VE

2024 - 2025

MARY JOSEFA .A

Dept of English

Principal

OFFER LETTER

Date:1/2/2024

We are pleased to confirm that Ms. Afrun Nisha B has been selected for the position of Manager at our company. This role reflects her skills, dedication, and potential to lead and contribute significantly to our team. We look forward to her bringing her expertise and fresh perspectives to our organization. Ms. Afrun Nisha B is scheduled to begin her new role in the first week of June. Once again, congratulations, and welcome to the team!

Thanks and Regards,

For ikart.,

Meeran Faiyaz.B

Proprietor

No 3A,Solai Alagu puram 3rd Street Madurai-625011

Phone no:875021216 Email id: ikart625011@gmail.com

To: *Ms. R. RAJA SIVASRI,*
No.40, Alagar Nagar, 5th Street,
K.Pudur, Madurai.

Subject: Appointment Letter

Dear ***Ms. R. RAJA SIVASRI***,

LINGUA FRANCA

We are hereby pleased to inform you that, the management from LINGUA FRANCA offers you appointment as an ENGLISH LANGUAGE TRAINER for our client school for the development of students English Language Efficiency. Based upon your interview and demo session in which you have qualified and performed best. The monthly salary in respect of this appointment will be 9K.

If you wish to accept this offer of appointment in our institution, a meeting will be held and you will be told about all the rules and regulation along with working pattern of our concern. We hope that you will be glad upon this news. This is really an honor for us to hire such a competent candidate like you in our valued institute.

We wish you good luck in future and it is really a good opportunity for you to prove yourself in our institute and make your worth a significant person. We are expecting you to send your offer acceptance by replying this e-mail as a token of your confirmation.

Good Luck!

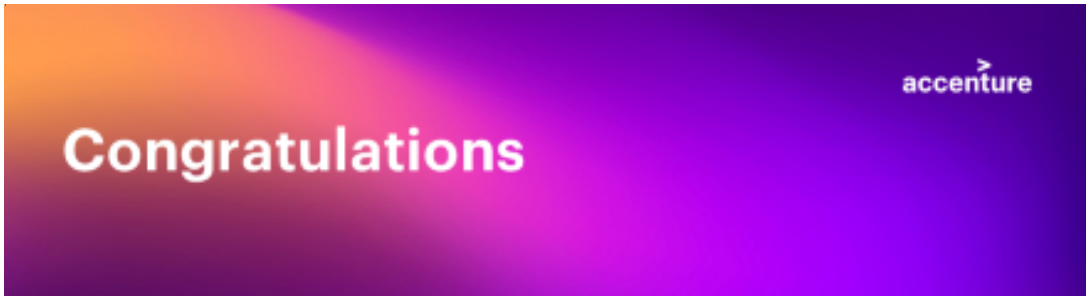
LINGUA FRANCA,
Date: 07/08/2024

Best regards,

For LINGUA FRANCA
Proprietor
Lingua Franca

Zenith, CEO

Padmavathi Seetharaman, GM LINGUA FRANCA.



05 June 2024

[redacted]
Janani Jeyavel
7/3/197 AIBEA Nagar B colony Paravai, Madurai

Dear Janani Jeyavel,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: J Janani

04-Jun-24

Ms. Muthu Abinaya R
19/A Anish Nagar,
Nesapakkam, Chennai
600078
Mobile No.: 6385584857

Dear Muthu Abinaya R,

Congratulations!!!

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

We are pleased to extend an offer of employment with CMA CGM Global Business Services (India) Pvt. Ltd. as per the below mentioned terms.

Position Title	: **Graduate Trainee**
Department	: **Customer Care**
Team	: **Export Documentation - US**
Management Level	: **O**
Grade	: **1A**

1. **Cost to Company (CTC):** Your total CTC will be **Rs. 270000 p.a.** detailed in the enclosed Annexure - I. This will be the cost to company (CTC) including all the components of the salary and subject to Income Tax as applicable.

2. **Joining:** You will be joining us on or before **07-Jun-24** at **9:30 AM.**

3. **Location:** Your place of posting will be **Chennai.** However based on the organisational requirements, at any time, during your service with the company, you are liable to be transferred to another location anywhere in India or abroad. In the event of such transfer, you shall be governed by and shall be subject to the rules and regulations of the business unit & location you are posted at.

4. **Appointment letter:** You will be given a detailed appointment letter with specific terms and conditions of employment at the time of joining.

5. This offer of employment is conditional and subject to you clearing the **Reference Check.** If we have reasons to believe that you have not discontinued your previous employment contract (if any) and CCGBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Further the duration or period of your work in CCGBS shall be treated null and void ab Initio.

6. This offer of employment is contingent upon passing the **Medical Examination Procedure** scheduled by CCGBS and upon receipt of Report by CCGBS HR department on being medically fit for appointment.

7. Your performance at work will be monitored, measured and reviewed, against the Key Result Areas (KRAs), that will be assigned to you, through Key Performance Indices (KPI) which can include but not be limited to Productivity, Cost, Timeliness, Accuracy, etc. Basis your performance appraisal, corrective actions as applicable will be taken if required.

8. The detailed Compensation Structure applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company. The company shall view any breach of confidentiality with utmost seriousness.

9. We have a corporate tie-up with HDFC Bank for salary accounts. Please acknowledge that the said bank has not identified you as a defaulter and if you have been identified as one, please specify any such previous instance to the HR department. In the event that you have provided us incomplete / inaccurate details, this offer will be treated as null & void with retrospective effect.

10. As a part of our procedure, you are requested to furnish the following testimonials in original along with one set of photocopy. The original documents will be returned after verifying the photocopies, on your date of joining.

    a. Academic qualification certificates. (SSLC to the highest qualification)
    b. Relieving letter of your previous employer.
    c. Age Proof / Date of Birth Certificate.
    d. Seven passport sized colour photographs with white background.
    e. Form 16/ Provisional Tax certificate.
    f. Last 3 months salary slips from the last employer.
       Experience & salary certificates of your previous employers, including the immediate past employer.
    g. Copy of Passport and an Address proof
    h. PAN Card (In case the PAN Card is not available, please carry the acknowledgement of the application for PAN card submitted to the Income tax Authorities – MANDATORY)
    i. Copy of PF Passbook (MANDATORY)

    Please return the duplicate copy of this offer letter duly signed as an acknowledgement and acceptance of the offer on or before **05-Jun-24** failing which this offer shall stand withdrawn. We look forward to having you on board.

For CMA CGM Global Business Services (India) Pvt. Ltd.



Rupesh Waghmare
Manager - Human Resources

Muthu Abinaya R

Annexure-1
Compensation Sheet

Ms. Muthu Abinaya R **04-Jun-24**

	COMPONENTS	Per Month (₹)	Per Annum (₹)
Salary Components	*Basic*	10500	126000
	HRA	5250	63000
	Conveyance Allowance	3445	41340
	Bonus/ Ex-Gratia	875	10500
Gross Salary (A)		**20070**	**240840**
Employer Contribution	*Provident Fund*	1778	21336
	ESIC	652	7824
Employer Contributions (B)		**2430**	**29160**
Total Cost to Company (A+B)		**22500**	**270000**
Benefits (C)		3900	46800
Indicative Take-home (Pre-tax)		**22041**	**264492**

Description and Broad Guidelines Applicable for all Compensation Related Items	
Salary Components	▪ All components will be paid as part of monthly salary subject to deductions due to Loss Of Pay as per Company policy ▪ Annual Bonus / Ex-gratia (as per Payment of Bonus Act) determined at the rate of 8.33% on basic, is paid on monthly basis.
Employer Contribution	▪ Employer portion of PF/ESI is paid to the respective authority on monthly basis.
Benefits	▪ Includes Allowances for Meal, Internet / Mobile as per company policy
Indicative Take-home	▪ Indicative take home is calculated after deductions of employee contribution to PF /ESI. ▪ In addition to PF/ESI deductions, Income tax based on applicability may be deducted. Employees can claim appropriate tax exemptions by submitting valid investment proof.
Other benefits	As per applicable company policy, the following benefits are available in addition to your compensation ▪ Company provided Transportation facility. ▪ Paid leaves / holidays, Night shift allowance, Weekend allowance. ▪ Coverage for Medical Insurance, Term Insurance and Accident Insurance. ▪ Encashment of Accumulated Privilege leaves in excess of 30 days at the end of calendar year ▪ Gratuity as per Payment of Gratuity Act on completion of the minimum year of service and computed as 15/26 X Monthly Basic X Number of years of service

For CMA CGM Global Business Services (India) Pvt. Ltd.

Rupesh Waghmare
Manager - Human Resources

Muthu Abinaya R

CMA CGM GLOBAL BUSINESS SERVICES (INDIA) PVT. LTD.
(Formerly known as CMA CGM Shared Service Centre (India) Pvt. Ltd.)
Subsidiary of CMA CGM S.A. France
Chennai: Regd./Corporate Office: 8th Floor, 32 A&B, Ambit IT Park, Ambattur Industrial Estate, Chennai - 600 058, Tamil Nadu, India. Tel: +91-44-49531555
Mumbai 2 - Thane: 3rd Floor, D-3, Kalpataru Prime, Road No.16, Wagle Industrial Estate, Panchpakhadi Village, Thane (West) - 400 604, Maharashtra, India. Tel: +91-22-49355600
Mumbai 3 - Airoli (SEZ): Unit No. 1201, 12th Floor, Building No. 4, Gigaplex Estate-SEZ, Airoli Knowledge Park, TTC Industrial Area, Airoli West, Navi Mumbai - 400 708, Maharashtra, India. Tel: +91-22-68385600
CIN: U63090TN2005PTC092390 I www.cma-cgm.com

Ref Num: HR/APPT/006/AHEL/2024/050210001

May 02, 2024

Ms. Suba Lakshmi G
1/4652/13/1 R.V.R Nagar, Rosalpatti, Pandian Nagar, Virudhunagar
Virudhunagar,
Tamil Nadu - 626001.

Employee ID: **1297537**

APPOINTMENT LETTER

Dear Suba Lakshmi **,**

Congratulations! Further to our Letter of Intent dated **May 07, 2024**, we are pleased to formalize your employment with **Apollo Hospitals Enterprises Limited (AHEL)**, incorporated under the Companies Act, 1956, having its registered office at #19, Bishop Gardens, Raja Annamalaipuram, Chennai - 600028, and doing business at "Apollo Hospitals Enterprises Limited (AHEL), # 55, Ali Towers, Greams Road, Thousand Lights, Chennai - 600006" (hereinafter referred to as the "**Company**") on the following terms and conditions:

1. DESIGNATION:

You have been appointed as **Receptionist - Patient Care Services** in the **Department of Operations** at **Grade 12-G**. Your designation would be subject to change at the Company's discretion, depending upon the duties assigned to you.

2. DATE OF APPOINTMENT:

Your date of appointment will be effective from **May 02, 2024** and will be in force till its termination in accordance with the provisions specifically agreed to herein below.

3. REPORTING:

You will report to **General Manager - Operations** or any other person designated by the Company from time to time, unless otherwise specifically changed in writing.

4. RESPONSIBILITY AND ACCOUNTABILITY:

4.1. **Specific duties:** In view of your appointment with the Company in the designation mentioned hereinabove, you are expected to undertake and discharge the functions and duties as listed out under the detailed job description provided to you by the Department of Human Resources. Such job description shall contain the position, scope of services, role, responsibilities and other related obligations which are subject to such changes and modifications as may be notified by the Company from time to time. You shall be required to discharge your duties in the section and / or department allotted. The Company reserves the right to transfer you from one department to another or any of the Company's hospitals / health centers or offices or affiliates in India or abroad, either temporarily or permanently at the sole discretion of the Company**.**

*** This document is digitally generated and authenticated with barcode, no physical signature is required.*

Annexure - A		
Employee Name:	**Ms. Suba Lakshmi G**	
Employee ID:	**1297537**	
Department:	**Operations**	
Unit:	**Apollo Speciality Hospitals, Madurai**	
Designation:	**Receptionist - Patient Care Services**	
Grade:	**12-G**	
Salary Components	**Per Month (Rs.)**	**Per Annum (Rs.)**
Basic Salary	8,652	1,03,830
House Rent Allowance	433	5,192
Children Education Allowance	200	2,400
Other Allowance	4,793	57,520
Total Gross Salary (A)	**14,079**	**1,68,942**
Statutory Benefits		
Provident Fund (Employer's Contribution)	1,638	19,662
ESIC (Employer's Contribution)	458	5,494
Statutory Minimum Bonus	583	7,000
Gratuity	416	4,992
Total Statutory Benefits (B)	**3,096**	**37,148**
Insurance Premium (Employer's Contribution)		
Group Personal Accident Insurance	39	472
Group Term Life Insurance	90	1,086
Total Insurance Premium (C)	**130**	**1,558**
Fixed Cost to Company (A+B+C)	**17,305**	**2,07,648**

Standard Terms and Conditions:

- TCTC will be subject to TDS & Other applicable Statutory Deductions.
- Payment of Gratuity will be subject to the provisions under The Payment of Gratuity Act,1972.
- Individual Compensation structure is subject to change without affecting the emoluments adversely.
- As part of the benefits pool: members are eligible to avail the benefit of subsidized food provided by the Company and also can avail the benefit of subsidized / free transport facility for commuting between residence and workplace. If in case members are not availing the benefits, it is clarified that there will not be any additional compensation benefit provided in lieu of subsidized food / transport facility.

For **Apollo Hospitals Enterprises Limited,**

Murali Krishnan V
Unit HR Head

*** This document is digitally generated and authenticated with barcode, no physical signature is required.*

TIPS

THE INDIAN PUBLIC SCHOOL

STAFF IDENTITY CARD



Arul Shilpa Arulandhu

Residential Tutor

TIPS-RT24-8264

Blood Group	Emergency No
O+ve	9786327254

THE INDIAN PUBLIC SCHOOL



11 COUNTRIES, 60 + SCHOOLS and
1 Global Family

193, Sathy Road, S.S.Kulam (PO), Coimbatore - 641 107.
Ph: 0422 - 2366666, 6690500 | www.tipsglobal.org

Bengaluru | Chennai | Coimbatore | Hyderabad
Karur | Kochi | Madurai | Tirupur

Offer: Computer Consultancy
Ref: TCSL/DT20245638367/Chennai
Date: 06/09/2024

Ms. Jey Shree Boomika T
108, Pasumai Street, Angalaeswari Nagar, Kochadai, Madurai-16,
Near Annai Bharath Housing,
Madurai-625016,
Tamil Nadu.
Tel# 91-9150414388

Dear Jey Shree Boomika T,

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 **₹2,80,010/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course 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 **₹11,765/-** per month.

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

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹4,706/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

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

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of **₹2,000/-**. This payout is subject to review basis your own ongoing individual performance.

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

OTHER BENEFITS

1. Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the Company's Health Insurance Scheme (HIS).

Entitlement - Under this scheme, you and your enrolled dependents will be entitled for ₹5,00,000/- as a family cover under the default HIS plan towards hospitalization expenses.

Premium rates and contribution will be applicable as per the TCS Health Insurance Policy and the amendment made therein from time to time. You have the flexibility to choose a plan which is higher than the default HIS plan during the permitted window, by paying the applicable additional premium plus taxes.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail.

2. Compensation Benefits under ESI Act/Employees' Compensation Act*:
If you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of disablement arising out of and in the course of employment as per applicable Company policy. In the event of death arising out of and in the course of employment, your beneficiary will be eligible for compensation as per the Company's policy. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

* inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESI Act

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year

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

from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards the Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the

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offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Initial Learning Program (ILP) as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

3. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

4. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

5. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

6. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary

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increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

7. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

9. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

10. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of

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training.

11. Terms and Conditions

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

12. TATA Code of Conduct

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

13. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii.Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

15. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

16. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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17. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **18**. Submission of documents.

18. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
  address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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

19. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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20. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

21. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

22. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

23. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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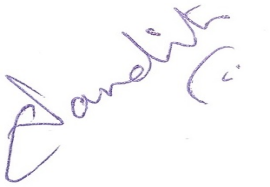
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Jey Shree Boomika T**
Designation	**Graduate Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	11,765	1,41,180
Bouquet Of Benefits #	6,596	79,157
2) Performance Pay		
Monthly Performance Pay	2,000	24,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	1,412	16,942
Gratuity	565	6,791
ESI Contribution##		7,941
Total of Annual Components & Retirals	1,978	27,733
TOTAL GROSS	22,339	2,80,010

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

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

*** For HIS - Note that Rs.4,000 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	4,706	56,472
Leave Travel Assistance	980	11,765
Food Card	500	6,000
Communication Allowance	410	4,920
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	6,596	79,157

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To,

Mr./Ms./Mrs. Poornima .M

D/O. Mohandass MS

28, 9th st, Periyasamy Nagar,

Avaniyapuram, Madurai - 625012

Dear Poornima. M

Congratulations.....

Ideal Digital Solutions will provide one day workshop for online job i.e. **Work from home**. You choose UHRS platform. The workshop will be conducted only for 4 hours per day .You should attend the workshop for one day within 10:00 a.m. to 06:00 p.m.

During the workshop training will be provided in your Live ID by your trainer with the support of Workspace area and your own Internet Connection. You must bring your own working device to the workshop. For documentation process you should submit your Aadhaar card Front & Back page, PAN card front page, Bank passbook front page or Cancelled Cheque leaf, recent photo.

For Ideal Digital Solutions

IDEAL
DIGITAL SOLUTIONS

Authorized Signature of Manager

M.Poornima

10.6.2024

[Signature of successful Applicant]

Date:

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UBER9 BUSINESS PROCESS SERVICES PVT LTD

PROBATION CONFIRMATION LETTER

15-November-2024

Ms. Anju K
Designation: Business Advisor
Department: LIBRA
Employee Id: 3296

Dear Anju K,

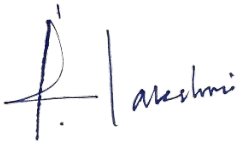
As you are aware, your appointment with the Company was subject to a probationary period of six months. I am delighted to inform you that you have successfully completed this probationary period and are hereby being confirmed in the service of the company w.e.f 12-November-2024.

All other terms of appointment applicability to you remains unchanged.

I would like to take the opportunity to congratulate you and hope that you would continue to strive to do better at work ultimately setting the organization on the growth path.

Wishing you all the best!

Thanking You,
For Uber 9 Business Process Services Pvt. Ltd



Lakshmi J
DGM – Human Resources

Received, Agreed & Accepted

Anju K
Business Advisor

Payslips

Quick Links

Earnings	Amount in (₹)
BASIC	11,000.00
HRA	6,600.00
CONVEYANCE	1,600.00
MEDICAL ALLOWANCE	1,250.00
TELEPHONE	800.00
OTHER ALLOWANCE	750.00
Total	**22,000.00**

Deductions	Amount in (₹)
PF	1,800.00
PROF TAX	250.00
Total	**2,050.00**

Employee details

Name Anju K	Employee No 3296
Designation Business Advisor	PAN Number EEQPA3592M
Department LIBRA	PF UAN
Location Chennai	FPF Number
EMP EFFECTIVE WORKDAYS 31.00	ESI Number
LOP 0.00	Bank Canara Bank
Bank Account No 110027380895	

Net Pay for Aug 2024

₹19,950.00

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Name : Athersha C

Date: 23rd Sep 2024

Address : 24, Villankurichi Road,
Near Corportation Park, Jeeva Nagar,
Cheran Maanagar, Cbe 641 035

Email: athershachristopher@gmail.com
Mobile: 7598720950, 9042143492

APPOINTMENT LETTER

Dear Athersha C

On behalf of Profile Pick, Franchise Owner of FITA Academy, Coimbatore we are pleased to offer you the position of "**Career Consultant".** Attached are the specific terms and conditions of our offer. Please read these important details carefully, including your compensation and benefits.

1. **Date of Appointment**: Your appointment will be effective on your date of joining, which shall be as soon as possible but no later than **23rd Sep 2024.** Please contact us immediately if you require an alternative joining date. In the event you fail to join with us on or before **23rd Sep 2024** , this offer for appointment will stand automatically withdrawn without any further obligation from our side.

2. **Emoluments:** Your per month cost to company is **INR 13000/-**. Your individual remuneration is purely between yourself and the company and as been arrived at on the basis of your job, Skill, specific background, and professional merit. We expect you to treat this information and any changes made therein from time to time as Personal and Confidential. Unless otherwise provided by company, your salary shall be paid in monthly installments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment. In addition to your salary, you may receive other benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the company may be pro-rated depending on your effective start or effective termination date. In case you have any queries in this regard, you may discuss the matter with the immediately reporting manager.

3. **Designation**: The management reserves the right to alter your designation as it shall from time to time determine, in accordance with Company's policy.

4. **Posting and Period of Employment**: Your services are transferable to any other place or office of the Company or subsidiary or associate company, whether now existing or still to be formed whether in India or abroad. You may also be deputed to any of our customer's locations. Such transfer / deputation will be in accordance with the company's rules being in force at the time. (Note: It is

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clarified that FITA Academy may also require you to work from any such offices with the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Bangalore, Hyderabad or Coimbatore)).

5. **Duties**: The roles, responsibilities and duties appropriate to your employment, will be specified by company from time to time. Company may be at any time in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time you may be required to provide services, directly or indirectly, to company and its affiliates and their employees, contractors and clients. You will be required to report to any supervisors at the discretion of the Company.

6. **Leave Without Approval**: If you are absent for a continuous period of 5 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your services without notice.

7. **Travel and Expenses**: You may be required to travel, whether in or around India, in connection with your employment with Company upon short notice to you. While traveling for work, your expenses and costs in connection with such travel and any other expenses incurred by you during the course of your employment will be reimbursed in accordance with the current travel and expense policy of Company. You are expected to keep your passport valid at times.

8. **Salary Review**: Your compensation will be reviewed periodically as per the Company's policy and your salary may be adjusted depending upon various factors, including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the compensation payable to its employees for successive years and such compensation may be higher or lower than the compensation received for the previous year depending on various factors, including the overall performance of the Company, the industry and prevailing economic conditions.

9. **Leave**: Company's leave policy shall apply to your employment and may be modified by Company at any time, in its sole discretion upon notice to you. Currently, employee can avail leave for 2 days per month, (one full day and 2 half days) which should be intimated in prior if it is a planned leave. Any leave taken more than 2 days in a month will be treated as loss of pay.

10. **Working Hours**: Company's general working hours are from **7 am to 10.00 pm (Monday-Saturday).** Your timing to work is fixed as 8 am to 5 pm to start with. Company may, at any time and its sole discretion, change the working hours & days applicable to you upon notice to you. You may be required to work additional hours as may be necessary for the efficient execution of your responsibilities. You might be expected to work on **Sundays** as per requirement with week off allowed to be taken on weekdays.

11. **Non-Disclosure agreement** (NDA): You are required to sign a separate NDA document covering the following clauses: Confidential Information, Intellectual Property Ownership Rights, Non-compete, Non-solicit and Non-circumvent.

12. **Past Record and Unsatisfactory Services:** It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and

properly delivered to the address on file with the Company. If at any time it emerges that such particulars were false or incorrect or that any material or relevant information. Had been suppressed or concealed or exaggerated, any appointment pursuant hereto will be considered ineffective and irregular and will be liable to be terminated by the Company without notice or salary in lieu of notice, without prejudice to the right of the Company to take disciplinary action against you. This offer is also contingent upon you submitting satisfactory references and your passing a routine medical examination by a Company approved doctor if required. The Company will be entitled to conduct such background checks and medical examinations upon you as it may deem fit and you hereby expressly grant the company the permission to do so and waive and all rights under applicable law in this regard.

13. **Termination:**

a) The company may terminate your service at any time by giving 2 months' notice or basic salary in lieu thereof. Further, the Company may at its discretion, relieve you from such date as it may deem fit even before the expiry of the notice period.
b) You shall not be deemed to have been relieved of your services expect upon issue of a letter by the Company to that effect.
c) In the event of disputed separation, where the client or / and the company faces any monetary damage due to the separation, the Company reserves the right to withhold all the non-statutory payments due to you. The company may further reserve the right to recover salary in lieu of un-served notice period.
d) Company shall have the right, at its sole discretion, to terminate your contract of employment with Company 'for cause' at any time without any further payment to you, specifying the reason for such termination, and you shall not be entitled to any incentive compensation for the period ending on the date of such termination. For purposes of this subparagraph, 'cause' shall mean (i) your involvement in any act of moral turpitude;(ii) your misconduct (willful, intentional or otherwise) or negligence during or in connection with the performance of your obligations hereunder or being arrested, changed or convicted in a criminal proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder may affect the Company and/or its affiliates and their employees, Contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, Contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, Contractors or clients;(iii) your embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, Contractors or clients; (iv) your participation or abetment in a strike in contravention of any law;(v) damaging the property of the Company;(vi) continued discharge of work functions, which do not meet the standards reasonably expected by the company from you; or (vii) the beach by you of a material term of this letter or your failure to implement the reasonable business request or directions of the Company.
e) Full & Final settlement dues (if any) shall be settled upon due receipt of clearance from concerned departments.

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f) Any notice required to be given to you shall be deemed to be duly and properly given if delivered to you personally or sent by registered post to you at your address in India or by e-mail to your last personal e-mail address as recorded with the Company.

14. **Consequence and Termination**:
    a) Upon termination or expiration of your employment for any reason, or as otherwise requested by Company, you will return to the Company(i)any property belonging to the Company, such as laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein;(ii) all confidential Information and any work product, including any documents and information, in whatever description or in whatever form, tangible or intangible in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents; and (iii) amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgement of such settlement shall be recorded in writing.
    b) Upon termination or expiration of your employment for any reason, Company can be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training.
    c) Any termination of employment or the terms hereof shall be without any further liability, except as specified above, of Company and its affiliates and their employees, Contractors or clients to you or to your heirs, administrators, successors or assigns.

15. **Indemnification**: You agree to indemnify the Company and its affiliates for any losses or damages sustained by the Company and its affiliates which is caused by or related to you breach of any of the provisions contained hereof

16. **Mode of Communication**: Other than general notices, which may be intimated by e-mail, general notices, announcement on the company's web site, bulletin boards and other similar postings, notices will be provided to you in person, by e-mail or by ordinary post at the address given you at the time of your employment or such other addresses as may be intimated by you to the management of the Company thereafter.

17. **Entire Agreement**: This letter sets forth the entire agreement and understanding between the Companies you relating to the subject matter herein and merges all prior discussions between the parties. No modifications of or amendment to this letter, nor any waiver of any rights under this letter, will be effective unless in writing signed by the parties

18. **Bond:** You are not required to sign any bond with us. In case you decided to quit working for us, you are free to do so with a month's period of notice. You will be relieved from work after all formalities and an exit interview.

19. **General**: These terms of employment and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. The Company may assign these of its powers, rights or remedies under these terms of employment will operate as a waiver of such powers, right or remedies. If any provision of these terms of employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these terms of employment shall not be affected. You shall not make any announcement

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concerning Company and its affiliates and their employees, Contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, Contractors or clients. These terms of employment will be construed in accordance with and governed by the laws of India. Upon your acceptance, these terms of employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements negotiations, representations, and proposals relating to the subjects matter hereof.

20. **Miscellaneous**:
    a) You will notify the company immediately of every incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.
    b) You represent and warrant that you have not entered into any previous or contemporaneous of this agreement, or which would preclude you from fully performing your job responsibilities for the Company.
    c) All of the rights, duties and obligations between the Company and you as set forth in this letter are in addition to those provided by applicable law and none of the remedies specifically provided for in this letter will preclude either you or the Company from pursuing additional remedies available to either of the parties.
    d) It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Chennai courts only, whether they may be any other courts or tribunal or authority of whatsoever nature.
    e) If one or more provisions of this letter are held to be illegal or unenforceable under Indian law, such illegal or unenforceable portion(s) shall be limited or exclude from this letter to the minimum extent required so that this letter shall otherwise remain in full force and effect and enforceable in accordance with their terms.

21. **Date of Joining**: On your date of joining, report to below location at 0900 hrs.

FITA Academy,
1st Floor, Promenade Tower,
171/2A, Sathy Main Road, Saravanampatti,
Coimbatore, Tamil Nadu 641035

Please note that it is important to be on time to complete the joining formalities.

a) 2 self-photographs (passport sized color photos.
b) 1 set of photocopies of the following documents:

    i. Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of the certificate
    ii. Relieving letter or resignation acceptance letter from your most recent employer. If you have been employed for 1 year or less with the most recent employer you must also bring a relieving letter or resignation acceptance

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letter from the prior employer. Include your employee number with such previous employer(s)

iii. Proof for identity. Bring 3 sets of photocopies of any one of the following documents passport, driving license, voter's identification card or PAN card

iv. Copy of Passport-If you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.

v. If you have stated in your application to FITA ACADEMY that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.

vi. If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same

vii. Valid Indian Work Permit, if applicable

It gives me great pleasure to invite you to join the Profile Pick family. We will be delighted to have you as part of our growing family and be a key contributor to the success of FITA ACADEMY in Coimbatore.

Sincerely,

For Profile Pick
R. Lakshmi Saradhar
Proprietor

For Profile Pick (Franchise owner of FITA ACADEMY),
Name : Lakshmi Saradha R
Designation : Founder & CEO

For FITA, COIMBATORE
Branch Head

Name : Ramamritham T
Designation : Branch Head, Fita Academy.

ACCEPTANCE AND APPOINTMENT TERMS AND CONDITIONS

I agree that I have read, understand, and accept employment with Profile Pick **under the terms and conditions stated above.**

(Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

Signature:

Printed Name: **Athersha C**

TeamLease™
Putting India to Work

Date: 02 Sep 2024

Ms HARINI VEERAPANDI
Harini veerapandi d o
veerapandi no 6 mariyammal illam chokkalinganagar 6th street vtc madurai
south po ponmeni district madurai state tamil nadu 625016

Employee No: 3483897
Dear Ms HARINI VEERAPANDI

Appointment Letter

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

1. Your contract will commence from 02 Sep 2024 and expire on 01 Sep 2025 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 02 Sep 2024 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2. You hereby agree to be liable for the following terms and conditions:

   i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
   ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
   iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
   iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
   v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
   vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
   vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
   viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
   ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.

3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.

4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.

5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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TeamLease Services Limited., CIN No. L74140KA2000PLC118395
Ascent Building , # 77,Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala , Bangalore-560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

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

9. The salary payout will be made latest by 5th of the following month.

10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

13. The nature of your relationship with TeamLease will be that of contract of service from 02 Sep 2024 to 01 Sep 2025 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

14. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/ (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal basis your career interests. Additionally on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc

15. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client.Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other that our client.This Non-Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.

16. This appointment letter shall be co-terminus with the agreement we have with our client.

17. Upon joining, an amount of Rs. 399/ shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

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

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TeamLease Services Limited., CIN No. L74140KA2000PLC118395
Ascent Building , # 77,Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala , Bangalore-560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

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

ENDORSEMENT

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

For TEAMLEASE SERVICES LIMITED



_____

(Authorized Signatory)

Accepted and Agreed

_____

Signature and date:

Name: HARINI VEERAPANDI

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TeamLease™
Putting India to Work

Salary Annexure

Employee No: 3483897

Particulars	Amount
Basic	15000
House Rent Allowance	2115
Employer PF Contribution	1800
ESIC - Employer	597
Insurance	76
Statutory Bonus	1248
TotalAmount	20836
Amount In Words(Rs)	Twenty Thousand Eight Hundred Thirty Six Rupees

Netpay annexure

EARNINGS	Amount
Basic	15000
House Rent Allowance	2115
Statutory Bonus	1248
Gross Earnings	**18363**
DEDUCTIONS *	**Amount**
Employee ESI	138
Employee PF	1800
Professional Tax	209
Total Deduction	**2147**
Net Salary	**16216**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassmente of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

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VeCura

WELLNESS CLINIC



Sumithra R

Nutritionist

D.O.J : 24-06-2024

EMP CODE : E15343

Madurai

September 09, 2024

Ms. Keerthiga S
No 56/41 muthukaruppapillai Lane,
Southveethi,
Tamil Nadu-625001

Dear Keerthiga,

Welcome to Lumina Datamatics, which is among the 5 largest service providers in the eContent and eCommerce space worldwide with operations spread over three geographies, viz. India, Europe and USA. Lumina Datamatics is a trusted partner to several Fortune 500 companies in the global publishing and retail industries, addressing their needs in content, technology and commerce.

For Lumina Datamatics, Quality is not just a destination but a journey in which every Datamatician contributes. We invite you to be a part of this journey!

We are pleased to appoint you as **'Trainee'** in the Grade **'TR'** w.e.f **September 9, 2024** on the following terms and conditions:

1. You will undergo on the job training with the Company for a period of one year from the date of your appointment. The Management reserves its right to extend the period of your training at its sole discretion.

2. Your Basic Salary and allowances per month will be as per **Annexure 'A'**. Please note that the compensation details are strictly confidential between you and the Company and should not be divulged to anyone.

3. You shall also be entitled to the other benefits such as Provident Fund, coverage under the Company's Health Insurance Scheme/ESIC.

4. If the Company provides any special payments upon your joining, such as signing bonus, joining bonus, notice period compensation from a previous employer, relocation expenses, or reimbursement for accrued benefits or service obligations at the previous employment; all these payments will be fully recoverable, if you leave the Company within 12 months of commencement of your employment with the Company

5. Notice period for the purpose of separation during the first **Six months**, by either side will be by a written intimation of **thirty (30) days** in advance or of thirty (30) days salary in lieu thereof. Thereafter, your employment will be terminable by giving written notice of **60 days** as stipulated in the separation policy or as per the changes communicated in that policy from time to time or salary in lieu thereof; by either side. Since the purpose of notice period is to ensure business continuity, in the eventuality of you separating from the Company of your own accord, serving of notice period shall be compulsory unless the Company after due consideration, agrees to accept payment in lieu of notice period. In the event that you abscond or leave the services of the Company without proper notice as provided herein, the company will initiate legal proceedings against you and all costs/damages as a result of this action will be recovered from you. The resignation will be accepted only on your fulfilling the terms of the undertaking given by you during the course of your employment.

6. Initially you will be posted at our office at Madurai. However, you may at any time be transferred to any another department, unit or location as may be considered necessary by the Company at its sole discretion. You may be required to work in different shifts at the sole discretion of the Company. You would avail weekly off on such days as may be fixed by the Company from time to time. You will carry out your training assignment with utmost sincerity, diligence, honesty and to the satisfaction of the management.

Great Place To Work. Certified JAN 2024-JAN 2025 INDIA

Forbes Asia BEST UNDER A BILLION
Forbes Asia Best Under A Billion Award 2023


CII's Operational Excellence through Digital Transformation Award 2023


UBS Forums' Excellence in Customer Service Award 2023

7. Your training program will be decided by the Company. During your training period, the Company will periodically review your performance and for that purpose you may be required to appear for such tests as may be considered necessary. The decision of the Company with regard to your performance will be final and binding.

8. During the period of training you shall devote your whole time and attention solely and exclusively to the training commitments and you shall not engage either directly or indirectly in any business or activity in any capacity.

9. You shall be also required to submit a copy of your valid **passport, pan card and driving license** within 3 months of your appointment.

10. You shall not, during the period of your employment with the Company and for a period of 12 months from the date you have ceased to be an employee of the Company, accept any employment with or solicit any business or work from any organization, which has been either a customer or a client of the Company. You shall not join / engage yourself as an employee/ consultant in any organization that is working with the same client project for which you have worked during your employment with the Company. You acknowledge and agree that the monetary compensation may not be an adequate remedy for breach of this clause. In the event of a breach by you, the Company will be entitled to the remedies of injunction, specific performance and any other equitable relief; and no proof of special damages shall be necessary; and for the enforcement of these remedies, the expenses shall be borne by you.

11. Any matter / concern regarding the policies / practices of the Company is to be resolved through proper channel. You will not, during the course of employment with the organization or after leaving the employment for whatever reason, make any comments or invite comments in any form or manner, in regard to Company's (including group Companies & subsidiaries) existing or future policies or activities or actions or employees, as the case may be, by using Name or Logo of the Organization in social or print or electronic media including but not limited to social media sites such as Twitter, Face book, Google+, LinkedIn, WhatsAPP, etc., thereby inviting attention of people at large, irrespective of the fact as to whether such writings or inviting comments is in the interest of the Organization or detrimental to it. Any breach of this will be termed as criminal breach of Trust and shall be strictly dealt with.

12. During the period of employment you shall not become a director of any other company or a partner of a firm or proprietor of a business unit.

13. You shall not, during the period of your employment with the Company or at any time thereafter, divulge any information acquired by you as a consequence of your employment with the Company, relating to the Company's business operations and activities or business operations and activities of any of its associate companies or business operations and activities of any of its clients, to any other person.

14. You are required to sign a 'Non-Disclosure Agreement' with the Company at the time of joining the Company. This is to ensure that all the proprietary information, documents, literature, invention obtained/made during your tenure with the Company, will not be utilized by you at any point of time to undermine the interest of the Company.

15. In the event of your being deputed overseas/being considered for overseas training program, your service will be bound by the terms of the overseas deputation and training policies existing at that time.

16. You shall be governed by the conduct and disciplinary rules and regulations of the Company for the time being in force.

17. Your appointment is made on the basis of your having furnished to the Company information and documents in support of your age, academic qualifications, previous work experience, relieving letter from your last employer and other particulars on or before your day of joining. The Company shall conduct a background and reference check as per Company policy and this appointment is conditional upon receiving positive feedback. If at any time it is found that you have furnished false information or withheld or suppressed any material fact or information, the Company shall be entitled to forthwith terminate your employment without notice.

18. If at any time, in the opinion of the Company which shall be final and binding, when you are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status or the post you hold in the Company, or of any other conduct considered by the Company as detrimental to its interests or in violation of one or more terms and conditions of your employment, the Company shall be entitled to forthwith terminate your employment.

19. If you are found guilty of any cyber-crime or accessing, downloading, transmitting, printing or storing of any unauthorized information, or engaged in any unlawful acts under the Information Technology Act, 2008, you shall be required to indemnify Lumina Datamatics, its shareholders, officers, directors, and other agents (other than you) from and against all claims, liabilities, damages, attorneys' fees, court costs, and expenses which arise out the aforementioned actions. Lumina Datamatics also holds the right to bring any action against you under the Information Technology Act, 2008 for such non-compliances or other applicable laws. The obligations under this clause shall survive the expiration or termination of your employment.

20. Your performance based compensation revision may be done at the discretion and basis the performance of the Company every year on the anniversary date of joining as per the relevant quarterly processing cycle.

21. You shall retire from the services of the Company on attaining the age of 60. This will be determined on the basis of the date of birth as given at the time of joining the services of the Company.

22. By signing a copy of this letter, you confirm that you do not possess any proprietary documents or materials belonging to any of your previous employers.

23. Your Employee Number is **102367**

If you are agreeable to the above terms, please sign and return the duplicate copy of this letter indicating the date on which you will join duty.

Thanking you and looking forward to having you with us.
Yours truly,
For **Lumina Datamatics Limited**,



Simon Paul Rajesh D
General Manager - Human Resources

I agree and accept employment on terms and conditions mentioned in the above letter of appointment.

Signature: _____ Date: _____

LUMINA DATAMATICS®
WE MANAGE KNOWLEDGE™

ANNEXURE 'A'

Name	**Keerthiga S**	
Grade	**TR**	
Designation	**Trainee**	
Department	**College-Wiley ODC**	
Components	**Per Month**	**Per Annum**
Basic	9000	108000
HRA	4500	54000
Statutory Bonus*	1500	18000
Retention Bonus**	2000	24000
Personal Allowance	446	5352
Total Gross (A)	**17446**	**209352**
Company Contribution		
EPF Contribution	1554	18648
ESIC Contribution	567	6804
Gratuity @ 4.8% On Basic	433	5196
Total (B)	**2554**	**30648**
Total CTC (A+B)	**20000**	**240000**

*If the Bonus Act be revised in regards to the salary limit, then the company can set off or make appropriate additional adjustment from House Rent Allowance towards the bonus payable to you subsequent to the amendments of the payment of Bonus Act.

**Retention Bonus (RB) is eligible on completing 12 months of service from your joining date. However, RB will be paid in advance every month along with salary. It is fully recoverable and must be refunded on separation from the services before completing 12 months of service from joining date.

Benefits:
a) Insurance as per company policy
b) Gratuity as per company policy



EVERWIN PUBLIC SCHOOL

(A SENIOR SECONDARY SCHOOL - KG to XII)

Affiliated to CBSE, Delhi No.1931076

No.8, Second Main Road, Ayyavu Nagar, Maduravoyal, Chennai - 600 095.

Ph : 044-2378 1107/ 9884 777 000

Email : eps@everwinschool.net Websites : www.everwinschool.com & www.everpub.in

Follow us on Facebook : www.facebook.com/everwinschool.net * twitter.com/epsalert

Chennai – 99

June 2024

APPOINTMENT LETTER

Ms. Meenakshi D has been temporarily appointed as Physical Education Teacher of this school with effect from June 2024. The following certificates, five in original, have been obtained from her.

She shall be paid a consolidated salary of Rs.20,000/- (Rupees Twenty Thousand Only) per month.

1. B.A. Mark Sheet - 1
2. Sports Certificate - 4

By S.Vidy

EVERWIN PUBLIC SCHOOL
No.8,
SECOND MAIN ROAD,
AYYAVU NAGAR,
MADURAVOYAL, CHENNAI-95

THE PRINCIPAL
EVERWIN PUBLIC SCHOOL
MADURAVOYAL, CHENNAI-600 095.

sowma
PUBLIC SCHOOL
Affiliated to CBSE, New Delhi

STAFF IDENTITY CARD



PUNITHA JENOVA I

M.A

Designation : **Teacher**

Correspondent



D.O.B. : 08.06.2001 A+ve

Address :

7/302 north street

T.udaiyapatty,Nallampillai

Manapparai(Tk)

Trichy (Dt).

Cell : 9342197261

sowma

PUBLIC SCHOOL

Affiliated to CBSE, New Delhi

Viralimalai Road, Manapparai ,(Trichy District).

Ph : 04332 - 296844.

Cell : 92620 86116, 63834 55916.

DHANALAKSHMI SRINIVASAN
COLLEGE OF ENGINEERING
Approved by AICTE, New Delhi &
Affiliated to Anna University, Chennai.
Accredited by NBA for CSE,Civil, ECE, EEE, Mech & MBA
NH-47, Palakkad Main Road (Near Nandhi Temple
Navakkarai (PO), Coimbatore - 641 105

ISO 9001



K SUDARSORNALAKSMI

Assistant Professor

Principal

Scanned with OKEN Scanner

Date of Birth : 04.11.2002

Blood Group : A+VE

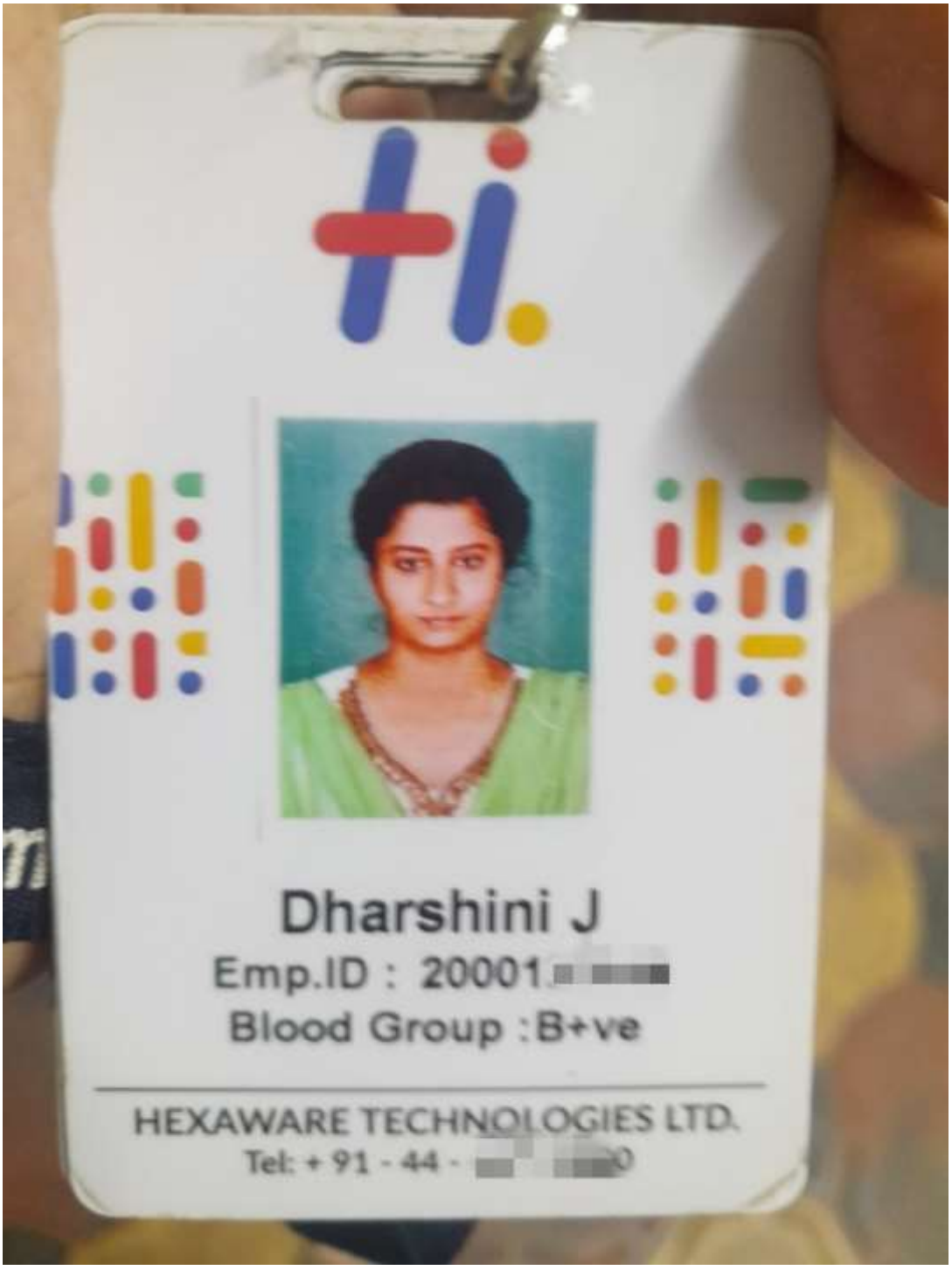
Contact No. : 8940672340

Address :

K T K Thangamani Nagar
7Th Street,
Thathaneri,
Bakiyanathapuram,
Madurai

If this ID Card found
kindly return immediately
to the above address

Scanned with OKEN Scanner


Dharshini J
Emp.ID : 20001
Blood Group : B+ve
HEXAWARE TECHNOLOGIES LTD.
Tel: + 91 - 44 -


Jeyameena P
Emp.ID : 2000130024
Blood Group :O+ve
HEXAWARE TECHNOLOGIES LTD.
Tel: + 91 - 44 - 4679 1300

CG/HR/2024/2511

Sub: Offer Letter

Designation: Junior Executive
Department: Marketing

Dear Sarumathi S,

Congratulations! We are pleased to inform you about your selection for a dynamic career opportunity with **CASAGRAND PREMIER BUILDER LIMITED** and welcome you to be an integral part of our team.

You shall join us as **"Junior Executive"** and remain on probation for a period of 6 months. Your employment with Casagrand will be confirmed based on the outcome of the "probation to confirmation" performance review process after 6 months.

You shall be on a CTC of **INR 2,30,532**/per annum **(Two lakes thirty thousand and five hundred and thirty two Rupees only)**. In accordance with our discussion, we have scheduled your date of Joining on **"29/07/2024" at 08:30 AM** in the below-given location.
Casagrand Premier Builder Ltd

NPL Devi, No.111, Old No.59

LB Road, Chennai – 600 041

"Please share email acknowledgment for offer acceptance within two working days, failure for the same will lead to withdrawing in candidature".

As part of the pre-& and post-joining process, Background Verification will be initiated to check the authenticity of your Employment, Education, and Address records. Hence please submit the below given xerox copies of the documents at the time of joining.

1. Relevant Educational Certificates (from 10th onwards)
2. Acceptance of Resignation from Current Employer
3. Current and Previous Employer Appointment Letter
4. Current and Previous Employer Offer Letter
5. Current and Previous Employer Relieving Letter
6. Last Appraisal Letter
7. Recent 3 months' pay slip
8. Recent 3 months' Bank statements (which reflect salary credit)
9. Aadhar Card

10. Pan card

11. Passport copy

12. Driving License

13. Recent photograph (4 passport size) with white background preferably and 1digital

Please report to [HUMAN RESOURCES] at 8.30 AM, for documentation and orientation at (CHENN AI) . If the date is not acceptable, please contact me immediately.

NAME	SARUMATHI S	
DEPARTMENT	MARKETING	
DESIGNATION	JUNIOR EXECUTIVE	
FIXED GROSS	17000	
Earnings	**Per Month**	**Per Annum**
Basic	8500	102000
House Rent Allowance	4250	51000
Children Education Allowance	200	2400
LTA	708	8496
Other Allowance	3342	40104
Gross Pay - A	**17000**	**204000**
Deductions		
PF - Employee Contribution	1530	18360
ESI - Employee Contribution	128	1536
Professional Tax	208	2496
Total - B	**1866**	**22392**
Net Pay C = A - B	**15134**	**181608**
Benefits		
PF- Employer Contribution	1658	19896
ESI - Employer Contribution	553	6636
Total - C	**2211**	**26532**
CTC (A+C)	**19211**	**230532**
Note: Income Tax will be deducted every month as per IT slab based on the exemption limit. Kindly provide the proofs of Insurance policies and other necessary documents to avail the benefit of tax exemption.		

CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the income tax rules and the company will deducting applicable taxes at source * Eligibility and payment subject to the payment gratuity act , 1972, upon end of employment after completion of minimum five years of continuous employment.

** Medical insurance scheme coverage is for employee and primary dependents.

NATIONAL INSTITUTE OF MENTAL HEALTH & NEURO SCIENCES
(INSTITUTE OF NATIONAL IMPORTANCE) BENGALURU-560 029

No.NIMH/PER(7)/MGS/JR/2023-24 Date: 13.02.2024

OFFICE MEMORANDUM

Sub: Joining report in r/o **Ms. Madhugowri S, Social Worker (on contract)**

****

This is to inform that **Ms. Madhugowri S,** who has been appointed as **Social Worker** on Contract basis, at this institute vide this Office Memorandum No.NIMH/PER(7)/MGS/SW/2023-24, dated 11.01.2024, has joined duty on the **forenoon of 09.02.2024** at this Institute. She is informed to report to the Officer I/c Centre for Addiction Medicine for further posting.

ADMINISTRATIVE OFFICER (I/c)

To:
Ms. Madhugowri S
Social Worker (on Contract basis)
Centre for Addiction Medicine
NIMHANS, Bengaluru-560 029.
(Through the Officer I/c CAM)

Dr. VIVEK BENEGAL
Professor & Officer-in-charge
Centre for Addiction Medicine
Department of Psychiatry
NIMHANS, Bengaluru - 560 029

Maharishi Vidya Mandir

Senior Secondary School

Kovilpapakudi Madurai - 18

PH.7708066567

(CBSE Affiliation No: 1930447)

2024 - 2025



J. MERCY JONA

TEACHER

ADDRESS :

D/O.A. JOHN KENNEDY
80, VALLALAR 1ST STREET,
DHINAMANI NAGAR
MADURAI--625018

PH NO: 7904557083

BLOOD GROUP : O+VE

DOB: 15-02-2002

PRINCIPAL

Minal Shopping Complex, Minal Residency,
J.K. Road,
BHOPAL-462021
INDIA
-
www.startek.com

23 October 2024

Bhopal

Dear Shree,

Sub: Offer letter for the position of Executive - Operations

With reference to the interview you had with us, we are pleased to offer you the position **Executive - Operations** in **Band 5C.** You will be initially posted at **Bhopal.**

Your position will carry total compensation of INR 2,04,000**/- (Two Lakh Four Thousand)** per annum. A model breakup of your total compensation is enclosed as below. The detailed appointment letter will be issued to you at the time of your joining the company.

Compensation Components	**Amount (INR Per Month)**	**Amount (INR Per Annum)**
Basic Salary	8,733	1,04,801
House Rent Allowance	5,822	69,868
Sub - Total	**14,555**	**1,74,669**
Bonus as per Payment of Bonus Act*	923	11,078
Sub - Total	**923**	**11,078**
Provident Fund(Employer Contribution)	1,048	12,576
Employee State Insurance Employer contribution	473	5,677
Sub - Total	**1,521**	**18,253**
Total Cost to Company (TCTC)	**17,000**	**2,04,000**

* Payable quarterly by 10th July for 1st quarter (April, May & June), by 10th October for 2nd quarter (July, August & September), by 10th January for 3rd quarter (October, November & December), by 10th April for 4th Quarter (January, February & March) towards bonus payment in advance for every Financial Year.
Note: Group Personal Accident Insurance, Hospitalization Expenses Reimbursement Scheme are guided by Company rules.

You will be required to join the office on **23 October 2024.** Kindly sign a copy of this letter as a token of your acceptance of the offer and return the same for our records.

* 5 recent passport size photographs.

* Original testimonials with attested photocopies in respect of educational qualifications.

* Service certificates and relieving certificates from previous employers including last three salary slips.

* Proof of date of birth, Aadhaar card & PAN card.

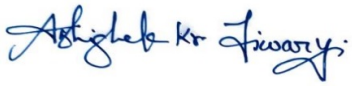
Please note that the company has a Background verification process for all new incumbents. The background screening form is attached which may please be filled & returned to us at the earliest so as to facilitate next steps. Any adverse report shall be dealt with as per company rules.

We look forward to you joining our organization and contribute towards a mutual and beneficial association.

Thanking you,

Yours faithfully

For Aegis Customer Support Services Private Limited



Abhishek Kumar Tiwary
Manager - Human Resource

Offer Letter

Ms. T.P.Prashanthi;
Madurai.

05.05.2024

Dear Prashanthi;

We are pleased to offer you the position of Mehndi Artist at **Subi Henna Hive**. We believe your talent and passion for Mehndi design will be a great addition to our team.

As a Mehndi Artist, your main responsibility will be creating beautiful Mehndi designs for our clients. We hope to provide a welcoming space where you can bring your creativity to life.

Sincerely,

The Manager
Subi Henna Hive
TVS Nagar
Madurai
Tamil Nadu 625003

CONSULTANCY AGREEMENT

THIS AGREEMENT made this July 08, 2024 between MARIAPPS MARINE SOLUTIONS PRIVATE LIMITED, a Company incorporated under the Companies Act, 1956 having its office at - Third Floor, MariApps House, Plot No. A2-9, Smartcity Kochi SEZ, Kakkanad, Kerala – 682 042, which expression, shall unless it be repugnant to the context or meaning thereof, mean and include its successors and assigns (hereinafter referred to as 'the Company' or 'MariApps') of the ONE PART and MS. J. MARTINA SHAMIL, an individual residing at 3/146 Nehru Main street, SRV Nagar, Thirunagar, Madurai, 625 006, which expression shall unless it be repugnant to the context or meaning thereof mean and include her heirs, administrators and legal representatives (hereinafter referred to as 'the Consultant' or the "Service Provider") of the OTHER PART:

WHEREAS the Company is engaged in the business of developing Information Technology Solutions for Marine Industry and is carrying on its activities in India and through its group companies in overseas.

AND WHEREAS the Consultant has the requisite expertise in Data Entry and has offered her services to the Company on a principal-to-principal basis.

AND WHEREAS the Company wishes to avail the expertise of the Consultant to support the Company as Data Entry Executive and also to perform such tasks as may be assigned by the Company from time to time.

NOW, both MariApps and the consultant (together collectively referred to as parties in this agreement) agree as follows:

1. The Services

1.1. The Company hereby appoints the Consultant for her services as Data Entry Executive and also to perform such tasks as may be assigned by the Company from time to time and the Consultant hereby accepts the same upon the terms and conditions hereinafter set forth.

1.2. The Consultant shall devote her attention and energy to rendering the services under this Agreement in accordance with the directions of the Company. The consultant shall not sub-contract or perform the functions assigned through any sub-contractor or an employee appointed by the consultant without prior written approval by the Company.

2. Customer Furnished Items

MariApps will ensure availability of:

- Access to relevant Software and data.
- Documentation.
- Any other information that proves necessary for the Services to be provided.

The Consultant shall ensure that any such Customer Furnished Items are used solely for provision of the Services to MariApps and shall exert her best efforts to safe keep any such Customer furnished Items.

3. On-Time Delivery & Quality

The Consultant will work on the assigned project to complete the assigned tasks on time and with the desired quality.

4. Duration of Engagement

Notwithstanding the date of signature of this Agreement, this Agreement shall be deemed to have commenced on July 08, 2024 and shall remain valid for eleven (11) Months (period of contract). The Agreement shall be expired automatically unless mutually agreed by both parties.

5. Fees

(a) In respect of the services rendered by the Consultant, the Company agrees to pay a fee of INR 12,000 (Rupees Twelve Thousand Only) (Fee) per month after deduction of applicable taxes at source subject to the production of necessary invoices.

Provided that, except if caused by leave of absence as prior approved by the reporting manager, in case the Consultant has reported for work for less than 24 working days per month an amount proportionate to such days of absence will be deducted from the fee as described above and only the remaining amount after deduction will be credited to the consultant.

(b) The Consultant shall not be entitled to any other fee other than as prescribed at 5(a) above and shall not be eligible for any benefits which an employee of the Company is entitled to.

6. Payment Terms

i. Payment shall be made to the Consultant within 30 days from receipt of the invoice by MariApps.

ii. Any taxes applicable on the payment of fees shall be borne by MariApps. However, any Taxes Deducted at Source (TDS) as per the Income Tax law will have to be borne by the Consultant.

7. Consultant's Services, Duties and Obligations ("Services")

7.1 "Services" shall mean the obligations, duties and services to be provided by Consultant under this Agreement as will be assigned by the Company from time to time. Consultant shall be available at the premises of the Company on all working days and at such working

hours as may be prescribed by the Company and shall be entitled for such leave of absence as may be prior approved by the Company.

Unless otherwise prescribed by the Company, Consultant shall be available at Company's office premises in Madurai (Place of Work) from Monday to Friday between 9.00 A.M to 6.00 P.M. Consultant may avail upto 1.5 day's leaves of absence per month subject to prior written approval from reporting manager.

7.2 The Consultant shall perform the "Services" in accordance with the rules and regulations of the 'Company', in a timely and professional manner, consistent with industry standards, at a location, place and time that the Company deems appropriate, and all in accordance with this Agreement. If any assets of the Company are handed to the Consultant for the purpose of carrying our services, Consultant shall take all measures for their safety and any cost by way of damage or loss to the properties of the Company attributable to negligence or willful mismanagement by the Consultant will be borne by the Consultant.

7.3 The Consultant, in consultation with the Company, will determine the method, details, and means of performing the work to be carried out for company. In addition, Company shall be entitled to exercise a broad general power of supervision and control over the results of the work performed by the Consultant to ensure satisfactory performance. This power of supervision shall include the right to inspect, stop work, make suggestions or recommendations as to the details of the work, and request modifications to works assigned.

8. Termination

8.1 Both parties hereby agree that MariApps may terminate this Agreement at any point by giving one month's notice to the Consultant in writing as per clause 14 of this Agreement.

8.2 Both parties also agree that if Consultant wants to terminate this Agreement prior to its expiry, the Consultant shall give three (3) months prior notice (notice period) to MariApps in writing as per clause 14 of this Agreement. It is hereby clarified that the agreement can be terminated immediately if mutually approved by both parties.

8.3 If the Consultant fails to provide three (3) months' notice prior to termination of this Agreement, a penalty equivalent to one month's fee shall be payable by the Consultant to the Company. This sub-clause shall not apply in case of immediate termination mutually approved by both parties.

8.4 In case any tasks are assigned to another internal or external team, the Consultant is expected to handover the complete work to the new set of personnel (either MariApps employees or employees of any consultants appointed in this regard) with due diligence.

8.5 The Consultant shall return all documents including papers, memoranda, notes, programs, data and all copies thereof including any electronic record containing any business and

technical information disclosed to the Consultant by the Company or in any manner procured, received by the Consultant during her term of appointment with the Company.

9. Confidentiality

9.1 The Consultant shall keep confidential all confidential information provided to her by the Company excepting only such information as is already generally known to the public and that she shall not release use or disclose of the same except with the prior written permission of the Company or if required by law or an order from court. However, the Consultant will be entitled to divulge the information to those who are directly concerned or as may be necessary in order to obtain certain information necessary for the performance of her obligations. The Consultant undertakes to treat any confidential information with the same care as she would reasonably treat her own confidential information.

9.2 No information or knowledge pertaining to MariApps will be transported out of the premises using the USB, other storage devices, Emails and Printouts unless required for carrying out for the implementation, Support and Enhancement of the projects allocated to the Consultant. Any information shared between the Consultant and MariApps will be secured through a Non-Disclosure agreement which will protect the IP of MariApps and prevent it from misuse.

9.3 Upon expiration or termination of this Agreement the Consultant will return to MariApps all confidential information not previously returned.

9.4 These obligations of confidentiality will survive beyond termination of this Agreement.

10. Relationship between the company and the consultant

The Consultant is an independent contractor and is not an agent or employee of the Company and is not authorized to act on behalf of the Company. While the Company is entitled to provide the Consultant with general guidance to assist the Consultant in completing the Services to the Company's satisfaction, nevertheless the Consultant is ultimately responsible for directing and controlling the performance of the task assigned by the Company from time to time, in accordance with the terms and conditions of this Agreement.

11.0 Force Majeure

Neither party shall be liable for total or partial failure to perform their obligations in this Agreement during any period in which their performance is prevented or hindered by circumstances beyond their reasonable control. For the avoidance of doubt, strike, lock-out and any other form of industrial action in which a party is directly involved shall be beyond their reasonable control.

12.0 Governing Law and Arbitration

12.1 **Governing Law**: This Agreement, it's Appendices, addenda and all possible additions or amendments thereto has been signed and executed in the Republic of India. It shall be governed by and therefore construed and interpreted in accordance with the laws of the Republic of India.

12.2 **Jurisdiction**: The courts of Ernakulam, India shall have exclusive jurisdiction over any dispute arising out of this Agreement or any Appendices, addenda and all possible additions or amendments thereto.

12.3 **Arbitration:** Any disputes difference, controversy arising relating to the interpretation of this Agreement shall be settled by arbitration in the accordance with the rules of conciliation and arbitration of India. The place of arbitration shall be Ernakulam, India and conducted in English.

13.0 General

Neither party may assign any of their rights or obligations under this Agreement. The waiver or failure of either party to exercise in any respect any right provided for in this agreement shall not be deemed to be a waiver of any further rights hereunder.
This agreement is the exclusive statement of the agreement of the parties with respect to its subject matter as of its date and supersedes all prior agreements, negotiations, representation, and proposals, written or oral and applies notwithstanding any provision to the contrary in any purchase order or other instrument of the Company.

No provisions of this agreement may be changed or modified except by an instrument in writing signed by a duly authorized representative of each of the parties.

This agreement may be executed and maintained in electronic copies which shall be treated as valid for all purposes.

14.0 Notices

Unless otherwise provided in this agreement, any notice request, consent, demand or other communication given or required to be given hereunder shall be in writing and in the English Language and shall be given by fax or by mailing the same by registered air mail postage prepaid, return receipt requested or email,

in the case of the Company to:

MariApps Marine Solutions Private Limited (MariApps):
Third Floor, MariApps House,
Plot No. A2-9, Smartcity Kochi SEZ,
Kakkanad, Kerala – 682 042
Email: thomas.john@mariapps.com
Attn: Thomas John, Director

In the case of the Consultant:

Ms. J. MARTINA SHAMIL
3/146 Nehru Main street,
SRV Nagar, Thirunagar,
Madurai, 625 006

Email: martinashamil@gmail.com

And their respective addresses set forth above or such addresses and to the attention of such other person or persons as may hereinafter be designated.

15. Indemnification

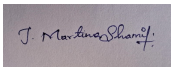
The Consultant hereby agrees to indemnify and keep indemnified and hold MariApps harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fee incurred/sustained or caused to be incurred/sustained by MariApps on account of: -

a. Willfully or grossly negligent or fraudulent acts or omission of the Consultant or her employees/individuals assigned by the Consultant to render the Services.
b. Any act or omission of any sub-Consultant appointed by the Consultant.
c. Contravention of any of the terms, conditions, covenants of this Agreement.
d. Any representation or warranty or information furnished to MariApps found to be false.

16. Severability

If any provision or part of a provision of this Contract becomes or shall become unenforceable, void or invalid (as the case may be) such provision or part thereof shall not affect and shall be deemed to be severed from the remainder of this Contract to the extent that the remainder of the affected provision and this Contract shall be or shall continue to be fully enforceable and valid.

IN WITNESS WHEREOF the respective parties have caused this instrument to be executed on July 08, 2024 at Ernakulam.

MariApps Marine Solutions Private Limited	**Consultant**
Signature:	Signature: 
Name: Thomas John	Name: J. Martina Shamil
Designation: Director	

Muthoottu Mini Financiers

www.muthoottumini.com

CO/HR/OL:2024/FN15554

13-Dec-2024

IDHAYA S
3/93
R C NORTH STREET
K M KOTTAI
Ramanathapuram
Tamil Nadu
Pin: 623603

OFFER OF EMPLOYMENT

Dear **Ms.IDHAYA S.**

Congratulations!

With reference to your application and subsequent discussions you have had with us, we are pleased to extend to you this offer of employment in Muthoottu Mini Financiers Ltd. Upon acceptance of this offer and on your appointment with the company, you shall be designated as **RELATIONSHIP EXECUTIVE (SCALE I)** and shall be placed at our **TML-PAZHAVOOR(TIRUNELVELI 1,KANYAKUMARI)** branch subject to the following terms and conditions.

You will be on probation for a duration of twelve months from your date of joining. During your probationary period, you shall be paid as per the details given in **Annexure 1**.

Post completion of the probation period and based on satisfactory performance, you will be confirmed in the services of the company. The Management reserves the right, at its sole and absolute discretion, to extend your probation for such periods as it deems appropriate.

This offer of employment, subsequent to your acceptance of the terms in this letter, is made to you subject to the following conditions:

1. The Company will conduct a background verification through an authorized agency, and a positive report is required for the continuation of this offer.
2. You are required to submit the copies of the documents listed in **Annexure 2** as part of the onboarding process. These documents are essential for verification and maintaining accurate records.

If at any time, it is discovered that any of your background or credentials provided in your application or references are false or incorrect, or if you have knowingly provided false information regarding your state of health or any other personal details, or if you have intentionally withheld any such information, your employment may be terminated without notice and without payment of any compensation or benefits whatsoever.

In the event that you decide to resign from the service of the company, you must either serve a 45 **-day** notice period without fail. Failure to comply with this requirement shall be considered as "ABSCONDING" and will result in the forfeiture of any pending salary, benefits, penalties and hold relieving letter, as deemed appropriate by the Company. This clause Is binding and non-negotiable.

During the probationary/ training period, you shall undergo training to acquaint yourself with your roles and responsibilities. Should you choose to leave the job before completing the probation/training period or before one year, you shall reimburse the company Rs.15000/- towards the cost of the training. The company reserves the right to deduct these cost from your final settlement. A relieving letter will be issued only upon settlement of these amounts.

A relieving letter will be issued only upon settlement of these amounts.

S. Idhaya.

Muthoottu Mini Financiers

www.muthoottumini.com

ANNEXURE 1

MUTHOOTTU MINI FINANCIERS LTD

Muthoottu Royal Tower, Kaloor, Kochi-682017

Salary Details

	: IDHAYA S
ıss	: 3/93,K M KOTTAI,623603
ınation	: RELATIONSHIP EXECUTIVE (SCALE I)

l Pay	Rupees per Month	Rupees per Annum
	7500	90000
	1500	18000
eyance	2500	30000
ial Allowance	2500	30000
s Salary(A)	14000	168000
atory Benefits:Employer		
mployer	900	10800
Employer	455	5460
loyer Net Contribution(C)	1355	16260
l Cost To The Company	15355	184260

ıse Note:

12% of Basic shall be deducted towards PF contribution of the Employee as per Employee's Provident Funds and Miscellaneous Provisions Act 1952.

. 0.75% of gross shall be deducted towards ESI contribution of the Employee as per Employees' State Insurance Act, 1948, wherever applicable.

. Profession Tax shall be deducted as per the PT Act 1975 wherever applicable depending on each state.

. Income Tax shall be deducted as per Income Tax Act prevalent wherever applicable.

. Gratuity shall be payable as per payment of Gratuity Act 1972.

. Bonus shall be payable as per the Payment of Bonus Act, 1965.

. The company provides Group Medical Insurance coverage to all employees who are not covered under ESI. The continuation of this facility is subject to the company's discretion.

. You will have opportunities to increase your earnings by meeting targets and earning incentives.

or Muthoottu Mini Financiers Ltd,

HIJO SOMAN

HIEF MANAGER - HR

have read and understood the above terms and conditions of the offer and hereby accept the offer.

DHAYA S

13-Dec-2024

S. Idheya.

Offer Letter

5th August, 2024

To,
Ms. V. Varshini,
13/772A, Main Road,
Selvamaruthur,
Thisayanvillai,
Tirunelveli,
TamilNadu – 627 657.
Phone no: 9360076741.

Dear Varshini,

We are pleased to offer you the position of **Banking Associate at IndiaFilings Pvt Ltd**. Your application and interview impressed us, and we believe that you are a potential candidate to joinour team. Your employment will begin on **7th August 2024** and you will be reporting to **Sidharth jeyaprakash** The position will be based at our Chennai Office. Your starting salary will be **18980/-** per month (Cost to Company), plus benefits as outlined by the Human Resources personnel. Your work will start at **9.00 AM to 6.30 PM from Monday to Saturday**.

Please be advised that this job offer is contingent upon the successful completion of a background / check and other verification. Your employment with the Company will be subject to strictadherence to the policies and procedures of the Company.

After joining, you will have a probationary term of 6 months. The management has the authority to shorten or eliminate the probationary period. Unless otherwise specified in writing, you shall beregarded as a probationer. During the first or prolonged time of the probation, your services are subject to termination without prior notice. You will receive formal written confirmation once theprobation has been successfully completed.

On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving two (2) months' notice to the Company and vice versa. You shall not be eligible to avail leave during the notice period. You're entitled to leaves and holidays as per the prevailing company's policy from time to time. The organization shall notify a list of declared holidays in the beginning of each year.

This offer letter is valid until **7th August 2024**. Please get in touch with a member of HR if the indicated date changes. You must submit a number of documents in order to be formally welcomed onto the IndiaFilings team. Refer to Annexure A for the list of documents.

Once again, congratulations. We wish you good luck!

Annexure A:

Educational Certificates: Digital copy of your Highest Qualification/ 10th, 12th, and degree provisional mark sheets

ID Proof: PAN Card, Aadhar Card, Passport-size photograph, Signature photograph

Professional Proof: Experience Certificate/offer letter from your previous organizationWe look

forward to working with you and welcome you to the IndiaFilings team.

Sincerely With

regards,



BALAMARIMUTHU K

HR ASSOCIATE.

Salary Components	*Monthly CTC*	*Yearly CTC*
Gross Pay	**17000**	**204000**
Basic Pay	11900	142800
HRA	2380	28560
Medical Allowance	1292	15504
Conveyance Allowance	1428	17136
Total Earnings	**17000**	**204000**
Standard Deductions		
Providend Fund (Employee)	1428	17136
ESI (Employee)	128	1530
PT	208	2496
Total Deductions	1764	21162
Net payable	**15237**	**182838**
Providend Fund (Employer)	1428	17136
ESI (Employer)	553	6630
Total	1981	23766
CTC	**18980**	**227766**

I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

I will join on _____

Name:_____

Signature:_____

Date: _____

MADURAI PUBLIC SCHOOL

CBSE SENIOR SECONDARY SCHOOL
(CBSE Affiliation No : 1930916)
(Run by Madurai Meenakshi Educational Trust)

Thiruppalai to Veerapandi Road,
Petchikulam, Anaiyur (PO),
Madurai - 625 017.
Ph : 91 - 0452 - 2689006
Mob. : 88073 19006, 88073 09006
W : www.maduraipublicschool.com
E : maduraipublicschool@gmail.com

Date:

Dear Mr. /Ms. B. Sakthi Murugeswari (TGT – Social Science)

Sub: Appointment as Teacher

Our Management Committee proudly congratulates you on being appointed as teacher at MADURAI PUBLIC SCHOOL with effect from 3.7.24 based on your performance in the interview held in 05.07.24 month at Madurai Public School.

Your appointment will be made permanent after one year of probation period. During the term of the said appointment you are required to be solely responsible for classroom teaching & care of your students. Your specific responsibilities are:

a. To enable all children to achieve to the best of their ability.

b. To teach effectively with all the available teaching techniques and resources.

c. To participate in the Faculty development programmes and involve in all resources.

Your all inclusive salary will be Rs. 15000 per month. You will contribute 12% of your salary to the Provident fund and the school will contribute 12% towards the same. You are required to uphold the tradition, standards and the image of the school and to maintain, protect and safeguard the interests of the school, and not to intentionally and deliberately neglect or bring into disrepute the good reputation of the school in the discharge of your duties.

The school reserves the right to terminate your appointment if you don't seem to satisfy the norms of the school.

If you want to resign from the school for any personal reasons before the completion of your Probation, you must submit it in writing, three months earlier or surrender your two months' salary.

We look forward to your joining as a teaching staff in Madurai Public School. If the offer of appointment on these terms are acceptable to you, please sign and return the attached copy of this letter.

Yours Sincerely,

DIRECTOR/CHAIRMAN

I agree to serve as a teacher at, Madurai Public School for one full academic year, complying with its norms and traditions.

Thanking You,

Date:

Yours truly,
B. Sakthi Murugeswari

WE ARE A CIS INTERNATIONALLY ACCREDITED SCHOOL

queen mira international school



K VIGNESHWARI

Accountant-Trainee

PERSONAL DETAILS:

D.O.B : 17.06.2004
Blood group : B+ve
Parent/ Spouse : C Kannan
Emergency contact : 8270250242
Address

1-5/12,Chokkalinga Nagar,
5th street,
Koodal Nagar,
Madurai-625018.

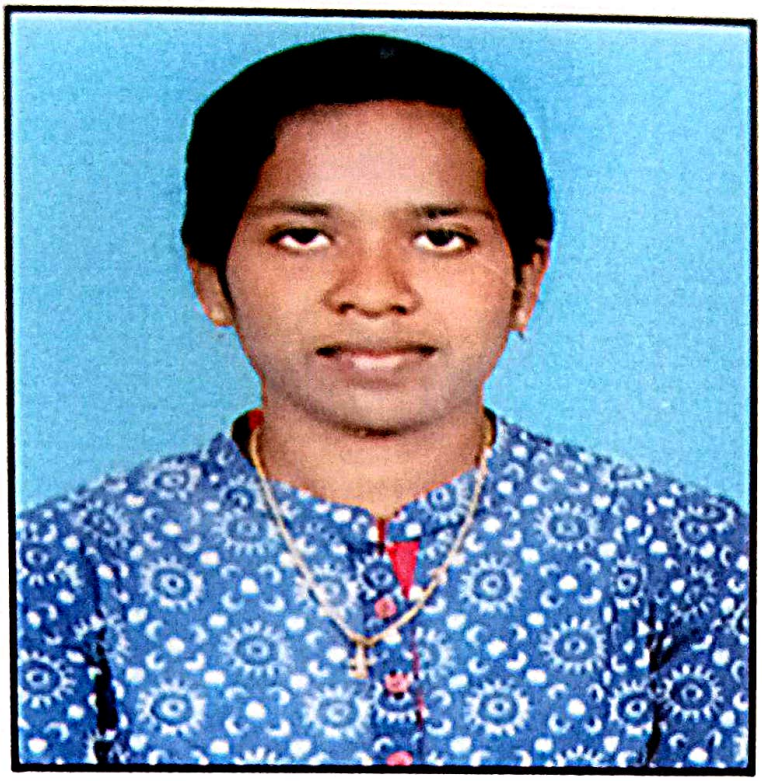
Authorised Signatory

queen mira international school

Aravindar nagar, Melakkal road,
Kochadai, Madurai-625019 .
0452 2475303, 9655777000,
9787570746
www.qmis.edu.in

Valid Upto 31st March 2025

HDB FINANCIAL SERVICES



Jerin Praveena P

Emp Code : HF199163

Location : HDB Towers

Emergency : 9787726304

Authorized Signatory

SHRI NARAYANI NIDHI LTD.,

Traditional Trust Secured Investment

SNNL/HRMD/JO/0308/2024-25 28-05-2024

JOB OFFER LETTER

To

Ms.M.Karthigai Selvi,
D/o. P.Muthuirulappan,
No:74/22, Vasantha Nagar,
1st Street, A R Thoppu,
Vasantha Nagar, Palanganatham,
Madurai-625003.

Ms.Karthigai Selvi M,

Greetings from Shri Narayani Nidhi Limited.,

Congratulations!!! You have been provisionally selected as **Junior Executive** in the Selection process held on 22nd May 2024 at Thiruparankundram branch, Madurai. Your employment will be governed by the **R**ules, **R**egulations & **P**olicies of the Company.

Kindly refer below Salary Structure for your reference.

Name of the candidate – Ms.Karthigai Selvi M		
	Designation:	**Junior Executive**
S.No	**Particulars**	**Monthly (Rs)**
	Gross Salary Per month	**15,000.00**
	Deductions: -	
i	Less: P.F @ 12%	1,350.00
ii	Less: ESI @ 0.75%	113.00
	Total Deductions (i+ii)	**1,463.00**
	Net Take home Salary per month	**13,537.00**
	Benefits: -	
a	PF (ER Contribution) @ 12%	1,350.00
b	ESI (ER Contribution) @ 3.25%	488.00
	Total Benefits per month	**1,838.00**

You have to undergo **"Induction Programme"** for 8 days and followed by "Jewel Appraisal Course – Phase I" for 4 days at the below mentioned venue, date of which will be intimated later.

Training Venue: Staff Training College (From 9.30 a.m to 5.30 p.m),
No: 49, Kamalalayam North Bank, Thiruvarur - 610001.
Landline: 04366-242235. Mob No: 8072020359.

INFARIO
Envision Alive

S.DURGESWARI SENTHILKUMAR

15/23,KAMOOLAMMAL MIDDLE STREET,

BODINAYAKANUR,

THENI-625513,

TAMIL NADU.

Dear Durgeswari

With reference to your application and subsequent interview with us, we are pleased to offer you training in our organization on the following terms and conditions. You have to join us on 2nd September 2024 .

You will be given training for the Three months. Based on your performance will be offered job with the company in written after three months.

Working Hours: 9:25 am to 6:25 pm on all days except Sundays and it can be changed according to the need of the company to be fulfilled.

On your first day of training, you will be given additional information about Infario technologies procedures, policies, benefit programs and more.

We welcome you to team of Infario and look forward to a fruitful collaboration.

With best wishes,

Ms. Mohana Ilavarasi M
No : 8-5-12, Meenakshi Mill Colony,
Samayanallur, Madurai North,
Madurai - 625 402

Subject: Appointment Letter for Front Desk HR Assistant

Dear Ms. Mohana Ilavarasi,

We are pleased to offer you the position of **Front Desk HR Assistant on Casual role** in our organization. Your appointment is effective from **24/06/2024**, and you will report directly to **Mr. Thamizhselvan – Head HR & IR.** As a Front Desk HR Assistant, your responsibilities will include:

- Welcoming visitors and providing necessary assistance.
- Managing incoming calls and directing them appropriately.
- Handling correspondence and scheduling appointments.
- Ensuring the reception area remains tidy and presentable.

Your starting compensation will be **12,000 per month**, subject to company policies and statutory deductions.

Please sign and return the duplicate copy of this letter as a token of your acceptance of the terms and conditions mentioned herein.

We are confident that your skills and dedication will make a valuable contribution to our team. We look forward to welcoming you in our organization.

Regards,

GHCL TEXTILES LIMITED 625 402 PARAVAI

Thamizhselvan V
Head – HR & IR

IndiaInfotech
Efficacy Informatics Pvt. Ltd.

Telephone : India : + 91-731-404-8027
USA : + 1-828-393-9397

Letter of Appointment

Date: 26th September 2024

To,

Rittika Pousci,

Sub: Letter of Appointment

We are pleased to appoint you in our organization as a **Content Writer** joining from **26th September 2024.**

As a **Content Writer**, you will be entitled to a monthly remuneration of Rs. 15,000 (Rupees Fifteen Thousand Only) which indicates cost to company. You will be entitled to all allowances and benefits whatsoever decided by the management.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure–A**.

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

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

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

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

Yours Truly,

India Infotech

INDIA INFOTECH INDORE

AUTHORIZED SIGNATORY

378, Goyal Nagar, Beside Bank of Baroda, Near Bengali Square,
Ring Road, Indore - 452 001 (M.P.) INDIA.
E-mail : info@indiainfotech.com, Web : www.indiainfotech.com

Annexure – A

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

3. **Working Hours:**
   Everyone should report on or before 10:30 AM and will be needed to complete 8.5 hours of working, excluding 1 hour of break. The employee may also be allowed in certain cases (depending upon the profile or cause of leave) to work in flexible timings, in coordination with his/her immediate authority.

4. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

5. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

6. **Leave:**
   You will be entitled to leave as per law in force and as laid down in the Standing orders of the company. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. On each late coming, management is liable to deduct a half day or a day's salary as per its decision. Each leave to be taken has to be conveyed to the HR department and the respective Team Leader.

7. **Other Joining & Promotion Details:**
   i. The first six months of the employment would be probation period. During this time we will assess your progress and performance in the position. The company is liable, not to provide any documents if the candidate leaves before the completion of the probation period.
   ii. Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management.

8. **Termination of Service:**

i. Company can terminate the employment anytime by paying the candidate his/her dues till the day of employment.

ii. In case, the candidate wants to discontinue, he/she is suppose to serve a notice of 45 days from the date of acceptance of resignation by the company. If, during the notice period, the management finds disturbed nature of work from the Employee, it can halt the salary, and/or the certificates for example but limited to, Relieving Letter, Experience Letter, and Salary Slips etc.

iii. An Employee cannot leave the company if he/she is in the Bond Period; else he/she will be liable for the compensations and/or legal obligations.

iv. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay. In this case the company is liable to halt the Salary and/or the certificates for example but limited to, Relieving Letter, Experience Letter, Salary Slips etc.

v. In case of an employee leaving the organization before the probation period, the company is liable to halt the Experience Certificate.

vi. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

9. **Appointment in Good Faith:**

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

We assume the employee and the management understand the obvious factors of this agreement.

India Infotech

Read & Accepted by Employee

S. Pousci Rittika

Rittika Pousci

GRT

JEWELLERS



NAME : SABITHA S

EMP. NO. : 92012

DEPT. : RETAIL OPERATION

BLOOD GROUP. : A+

Issuing Authority



ictuberculo... 4 Sept

to me

Dear A.Asha,

Good evening, and a warm welcome from the Medical Council of Project Phase-II: Tuberculosis/AIDS.

We are pleased to inform you that your application has been processed successfully, and your participation in the project proposal, which commences on 17.09.2024, has been confirmed. Please note that your joining, training sessions, and interviews are all scheduled for this date.

important project and look forward to your valuable contribution.

Here are the details you need to know:

- **Training/Joining Venue:** Rural Development and Health Center, Madurai Medical College, Madurai
- **Training Time:** 11:00 AM - 4:30 PM (for 7 days)
- **Stipend:** Rs. 10,365 (to be provided at the end of the training period)

Offer letters and further technical details will be provided on the first day of training. Following the training period, you will transition to work-from-home (WFH) and work-from-office (WFO) as per the tentative schedule.

We look forward to your participation and to achieving great success together with the project team.

Best regards,

MEDICAL COUNCIL MANAGEMENT TEAM,
Medical Council of Project Phase-II:
Tuberculosis/AIDS

ictuberculosis Sep 4

to me

Dear A. Alangara Monisha,

Good evening, and a warm welcome from the Medical Council of Project Phase-II: Tuberculosis/AIDS.

We are pleased to inform you that your application has been processed successfully, and your participation in the project proposal, which commences on 17.09.2024, has been confirmed.

We are excited to move forward with Phase-II of this important project and look forward to your valuable contribution.

Here are the details you need to know:

- **Training/Joining Venue:** Rural Development and Health Center, Madurai Medical College, Madurai
- **Training Time:** 11:00 AM - 4:30 PM (for 7 days)
- **Stipend:** Rs. 10,365 (to be provided at the end of the training period)

Offer letters and further technical details will be provided on the first day of training. Following the training period, you will transition to work-from-home (WFH) and work-from-office (WFO) as per the tentative schedule.

We look forward to your participation and to achieving great success together with the project team.

Best regards,

MEDICAL COUNCIL MANAGEMENT TEAM,
Medical Council of Project Phase-II:
Tuberculosis/AIDS

V. JOTHIMANI


HOLY SPIRIT
Matric. Hr. Sec. School
NAME : V.JOTHIMANI
STD. : P.E.T
D.O.B. : 30.10.2001
Blood Gr. : B+ve
ADD. : D/O S.VELMURUGAN
3/299, SOUTH STREET,
NADUPATTI,
DINDIGUL
: 90254 38319

LAKSHMI PRIYA M

Aparajitha®

ACSL/CORE/AO24-25/427 **31/07/2024**

To

Ms.Lakshmi Priya M
131 A SBV nagar main road,
Thirunagar
Madurai, Tamil Nadu 625006

We wish to inform that you have been appointed on probation as **"Executive - Human Resources"** with effect from **"05/08/2024"** and your Employee Code is **"8496".** You are positioned at **"L2"**.

The terms and conditions of the appointment are:

1. Your pay package is:

No	Salary Details	Amount in Rs
1	Basic	15000
	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. Vignesh D.

5. You will be on probation for a period from **05/08/2024 to 31/01/2025.** 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 deemed to be a confirmed employee upon successful completion of your probation period if no other order is issued in contrary.

Aparajitha Corporate Services (P) Limited
Registered Office : 5A, Rathinasamy Nadar Road, Bi Bi Kulam, Madurai -625002, Tamilnadu. Phone : +91 452 4020202
CIN No. U74910TN2000PTC046218
Website : www.aparajitha.com

7. 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.

8. 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. One month means 60 days which is inclusive of weekly holidays and other national or festival holidays only.

9. 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.

10. You shall observe strict secrecy as to the affairs, dealings and concerns of the establishment during the continuance of this engagement or thereafter. You will not divulge to any third party, and use all reasonable endeavorss to prevent the disclosure of any confidential information, any information including the sensitive personal information and or personally identifiable information that may be shared by any internal or external stakeholders, any information concerning the business accounts or structural / architectural plans or strategies of the company or of any customer or service provider to the company or contractor or any confidential report in connection with the business or affairs of the company or any trade secrets including know-how and confidential information received by you, made known to you, or which you become aware of in the course of your relationship with the company.

11. You shall not in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service, but even after you cease to be in the services of our organization.

12. You will not disclose, any information pertaining to the business and affairs of the company to any person other than the employees and officers of the Company who are entitled to have such information for carrying on the assignments and duties for the interest of the Company.

13. You shall not take any papers, books, computer software, materials, documents or any other property of the organization out of the work premises. You shall be responsible for and you shall take proper care of all papers, books, computer software, materials, documents or any other property, etc., generally and specifically entrusted to you.

14. You are explicitly forbidden from using or copying or sending through emails of such data or content or other work developed either by you or by others for the company, for any work/business other than for assignments and duties entrusted to you during the course of employment with the company.

15. As and when you are transferred to a group company or a company or trust or entities that the management has directly or indirectly invested in or has business interest, you shall not engage directly or indirectly as indicated above in the business of the company you are being transferred to.

Aparajitha®

16. You will be eligible for travel allowance as per the travel policy/rules of the company when you go on tour for official work.

17. You shall not directly or indirectly engage, whether through your relatives or otherwise, in providing HR solutions and/or IT and/or ITES and/or other compliance related services/business during your employment with the company and for three years after cessation of employment with the company. You shall not seek employment / join our client companies directly or indirectly for three years after cessation of your employment with the company. You shall not engage in any business during your employment with the company and shall not create any entity for providing HR solutions and/or IT and/or ITES and/or other compliance related services/business as long as you are in employment and for three years after cessation of your employment with the company. You shall enter into non-competing and confidentiality agreements with the Company in form and substance satisfactory to the Company.

18. You shall not engage in any research work that will have a tangible or intangible effect on the business of Aparajitha, unless you are authorized by the management of the company to do so. In the event of being engaged in research you shall not publish the same without the consent of the management in writing. In order to obtain the consent of the management you shall present the content of the research outcome, in full, for the review of the management. As part of regular/routine work or as part of special projects or research work that were or are or will be assigned to you from time to time by the company or its subsidiaries or group companies or trusts, will be solely for the purpose of Aparajitha's use and you understand and accept that all the outcomes of such assignments, which will include any or many or all of the following; final product, prototype of the product, design, drawings, documents, notes, empirical data collected, analyzed reports, software codes, macros, hardware design, training material, books, reading material, raw data etc, will be the intellectual property right of the company or its subsidiaries or group company or trust for which the work was carried out. You agree to assign the intellectual property right to Aparajitha for all the work that have been or are being or will be done in the context of the current or future business of the company, its subsidiaries, group companies, trusts.

19. When in employment, you may play different roles; you may work in different capacities. While discharging your responsibilities, you are likely to get opportunities to come up with new ideas; new inventions; new designs; new methodologies; new processes; etc. including software development and solutions thereto for the purposes of the company and / or clients for whom the company provides services from time to time. All these would come under the ambit of Intellectual Property Rights, such as copyrights, patents, trademarks, secrets, etc. These intellectual property rights shall remain in the exclusive ownership of the company at all times and you shall have no right, title or interest of such intellectual property rights.

20. This appointment will be subject to your being found medically fit. The continuance of appointment will also be subject to your remaining medically fit. You may also be required at any time during your service to appear before a medical officer specified by the company for medical examination.

21. During your service with the company, you will not engage yourself directly or indirectly in any other undertaking business, employment or activities prejudicial /detrimental to the interest of the company.

Aparajitha Corporate Services (P) Limited
Registered Office : 5A, Rathinasamy Nadar Road, Bi Bi Kulam, Madurai -625002, Tamilnadu. Phone : +91 452 4020202
CIN No. U74910TN2000PTC046218
Website : www.aparajitha.com

22. You will be eligible for leave as per the leave policy of the company that is in force at present or as may be amended from time to time.

23. Your initial place of posting will be at **Madurai** region. The management reserves the right to transfer you from one location to another; or from one department to another; or from one team to another; or from one project to another; or from one strategic business unit to another; or from one branch to another which are in existence now or may be established in future; or from one organization to another in which the management is interested. The transfer can be within India or abroad.

24. The Management also reserves the right to depute you from one department to another; or from one team to another; or from one project to another; or from one location to another; or from one branch to another which are in existence now or may be established in future; or from one organization to another in which the management is interested. The deputation can be within India or abroad.

25. If you absent yourself from work, without information for a period of 10 days or more continuously, it will be construed that you are no longer interested in the services of the company and necessary action as is deemed fit and proper will be taken.

26. If and when information furnished by you in your application regarding your credentials is found to be incorrect or not true, you will be liable for termination or such other action as the Management deems fit.

27. You will be subject to the rules and regulations, policies and procedures of the company as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

28. To facilitate the company operations if the Management decides and sends you abroad for specialized training programs and in such event you will be called upon to execute a Bond to serve the company for some earmarked period of service thereafter. The company reserves its right to assign the right to insist on an employment as per the terms of the Bond to such group companies to whose rolls you may be transferred / absorbed to serve.

29. In addition to your normal work you may be entrusted with specific projects from time to time. The project shall be completed within the time frame stipulated by your designated superiors. Management reserves the right to revise or withdraw the project allowance, if any, at its discretion, based on the progress and satisfactory completion of the project entrusted to you.

30. In addition to the above mentioned terms and conditions, those that are mentioned in the general declaration that you will be signing on joining or at a later point during the course of employment are also binding. All terms and conditions can be changed with or without prior notice, at the discretion of the management.

For APARAJITHA CORPORATE SERVICES (P) LIMITED



CHIEF PEOPLE OFFICER

I agree to the conditions stated above and accept the appointment.

Signature of the Applicant

POOJA SRI V

JAYSKAY
PLATFORMS (P) LTD

Candidate Declaration

I'm Pooja Sri V, have read all the terms & HR policies of the organization and I will not avail or request any form of Leave during the Probation period as discussed during interview. I agree to be bound by the terms and condition of the organization, failing which organization has the rights to terminate my offer with one day notice.

Offer accepted by,

(Pooja Sri V)

For JAYSKAY PLATFORMS (P) LTD

Best Regards

[Manager – Human Resources]

JAYSKAY
SINCE 1969

SaaSForest

SaaSForest Infotech Private Limited,
1st Floor, Arun Bakery, Anna Nagar,
Madurai - 625020
Website: www.saasforest.com

To
Ms. Thangeswari B,
Madurai
Date: 19.08.2024

LETTER OF APPOINTMENT

Dear **Ms. Thangeswari B,**

We are pleased to offer you the position of **HR & Marketing Associate** at SaaSForest Infotech Pvt Ltd, effective from **19th August 2024**. This offer is based on your application and the subsequent interviews and discussions you had with our team. The following terms and conditions apply to your employment:

- **Compensation:** Your compensation package is detailed in Annexure "A & B". You will be placed in the appropriate band/responsibility level within the Company. Compensation is subject to the Company's rules and may be amended in the future.
- **Salary Review:** Your salary will be reviewed annually or at other times as determined by Management. Salary revisions are discretionary and based on effective performance and results.
- **Work Location:** Your initial posting will be in Madurai. However, the Company reserves the right to transfer you to any department, location, associate, sister concern, or subsidiary, within India or abroad, at its sole discretion. In such cases, you will be governed by the terms and conditions applicable at the new location.
- **Probation:** You will be on probation for a period of three months. The probation period may be extended at the discretion of Management, and you will remain on probation until a written confirmation has been issued.
- **Exclusivity:** This is a full-time position, and you are expected to devote yourself exclusively to the business and interests of the Company. You may not engage in any other remunerated work or advisory capacity, or hold any direct or indirect interests in other businesses without written permission from the Board of Directors.
- **Intellectual Property:** Any new or improved methods, designs, processes, systems, or formulae you develop in relation to the Company's business will be communicated to the Company and remain its sole property.

SaaSForest

SaaSForest Infotech Private Limited,
1st Floor, Arun Bakery, Anna Nagar,
Madurai - 625020
Website: www.saasforest.com

ANNEXURE 'A': COMPENSATION DETAILS (Salary & Applicable Benefits)

Name : **Ms. Thangeswari B**
Designation : **HR & Marketing Associate**
Joining Date : **19th August 2024**

Particulars	Monthly	Annual
Salary	10,420	1,25,040
EPF	1080	12,960
Snack Allowance	500	6000
Total (CTC)	12,000	1,44,000

Leave: You will be entitled to the Company's leave policy applicable to your category of employees.

ANNEXURE 'B': EMPLOYEE BENEFITS

The following benefits apply to all employees of SaaSForest Infotech Pvt Ltd, subject to the terms and conditions specified below:

1. **Employee Health Benefits:** After completing six months of employment with SaaSForest Infotech, you will be eligible for health care reimbursement of up to Rs. 500 per month. Eligible activities include gym, yoga, meditation, swimming, and shuttlecock.
2. **Best Employee Recognition and Rewards:** The annual star performer will be added to the Wall of Fame and receive a bonus equal to 100% of their current monthly salary.
3. ***New Married Employee Holiday Package:*** Employees who have been with SaaSForest for more than one year are eligible for a marriage holiday package without any contribution to the fees.

For **SaaSForest Infotech Pvt Ltd**

Authorized Signatory
Narayanan S
CEO

SAASFOREST INFOTECH PRIVATE LIMITED
Madurai
625 020

SaaSForest

SaaSForest Infotech Private Limited,
1st Floor, Arun Bakery, Anna Nagar,
Madurai - 625020
Website: www.saasforest.com

- **Conduct and Performance:** You are expected to adhere to the Company's rules and regulations regarding conduct, discipline, and other matters. You must perform your duties effectively to ensure positive results.
- **False Information:** If any declaration or information provided by you is found to be false or if you have willfully suppressed any material information, you may be subject to removal from service without notice.
- **Unauthorized Absence:** Absence for a continuous period of seven days without prior approval from your superior, including overstay on leave or training, will result in automatic termination of your employment without notice or intimation.
- **Retirement Age:** The retirement age is 58 years. You will retire from the Company at the end of the month in which you reach this age.
- **Financial Obligations:** You may not borrow or accept money, gifts, rewards, or compensation for personal gain from any person or client with whom you have official dealings.
- **Termination:** During the probationary period, your employment may be terminated by either party by giving one month's notice or salary in lieu thereof. After confirmation, termination requires two months' (60 days) notice or salary in lieu thereof. Upon termination, you must return all Company property, including documents and records.
- **Medical Fitness:** Your appointment is subject to your being and remaining medically fit.

Please confirm your acceptance of this appointment and the terms and conditions by signing and returning this letter for our records.

For SaaSForest Infotech Pvt Ltd,

Authorized Signatory
Narayanan S
CEO

SAASFOREST INFOTECH PRIVATE LIMITED
Madurai
625 020

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Signature: B. Thanu

Date: 19.08.2024

Dr.I. SEBASTIAN
M.B.A.,M.A., (Rural Development),
Founder & Executive Director

ST. JOSEPH`S DEVELOPMENT TRUST
A CENTRE FOR DEVELOPMENTAL ACTIVITIES
Mathuvarkulam (OPP),
Genguvarpatti - 625 203.
Periyakulam Taluk, Theni District,
Tamilnadu. South India.
Tel : 0091-(0)4546 - 236856
E-mail : edsjdt@rediffmail.com,
: sebaedsjdt@gmail.com, sebaed@sjdt.in,
web : www.sjdt.in

APPOINTMENT ORDER

To

Ms. S. Therese Dayana,
D/O. I. Soosainathan,
St. Joseph's Development Trust,
Mathuvarkulam opposite,
Genguvarpatti-625203.
Periyakulam Taluk, Theni District.

Respected Ms. S. Therese Dayana,

Your application to work as Staff of Sponsorship Department has been positively considered and you are to begin your assignments from (15-10-2024) onwards, after duly signing this letter of appointment and the details of the Salary package and responsibilities separately attached with this document, expressing your total willingness to abide by all the terms of the appointment.

S. Therese Dayana
Signature of Ms. S. Therese Dayana

ST. JOSEPH'S DEVELOPMENT TRUST ★ GENGUVARPATTI 625203 ★ THENI DISTRICT - TN

The Exeutive Director,
St.Joseph's Development Trust,
Genguvarpatti.

Date: 15-102024

Place: Genguvarpatti.

Current Date:**19/08/2024**
Full Name :**J Angelinpreethi**
Address: **58,sathyamoorthy road GKR catering opposite kammakarai, Madurai., , , Madurai, Tamil Nadu, India - 625016**



Dear J

Sub: Appointment Letter

This is in furtherance to our discussions regarding your employment with **Genpact India Private Limited** ("**Company**"). We are pleased to issue this appointment letter ("Appointment Letter") to you for the position of **Process Associate** at **Madurai - Swami Vivekananda Nagar IN - Office**, subject to your acceptance of the terms and conditions of employment set forth below.

Your employment shall commence with effect from **19/08/2024 ("Joining Date")**. You will communicate to the Company if there is a change in Joining Date. You will be required to carry with you the documents set out at Annexure I to this Appointment Letter on the Joining Date. Upon commence of your employment, you will report to **Rajasekar S** or any other person as may be decided by the Company from time to time.

The terms and conditions of your employment with the Company are as follows:

1. Duties and Working Conditions:

1.1 Your initial place of work will be **India, Madurai - Swami Vivekananda Nagar IN - Office** However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad as may be decided by the Company. While on transfer or relocation, your employment will be additionally governed by the rules, regulations and conditions of service of that location.

1.2 You will be required to carry out the duties and responsibilities as assigned to you by the Company from time to time, faithfully and diligently and comply with the Company's policies and procedures as amended from time to time including with respect to compensation and benefits, leaves, information technology, reimbursements, health and safety, transfer, performance improvement plan, disciplinary action, etc. (collectively, "Company Policies").

1.3 The Company will be working 7 days a week, 24 hours a day. Your shift timings may vary as per business requirement will be duly communicated to you in advance. You will be expected to attend office week unless otherwise required or communicated by the Company, except while travelling on business – as assigned to you by your supervisors. Weekly offs and holidays will be governed as per applicable legislations and the relevant Company Policies.

1.4 You will be entitled to leaves subject to prior approval of your supervisor/manager at the Company. Your leave entitlement and accumulation / carry-forward of leave and related aspects will be governed as per the existing Company Policy on the subject.

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19/08/2024

2. Compensation and benefits:

2.1 In consideration of the performance of your duties for the Company, you will be entitled to receive compensation and benefits as detailed in Annexure II. Any revision to your compensation shall be undertaken in the sole discretion of the Company.

2.2 In terms of your employment with the Company, any amount payable by the Company to you towards salary, allowances and/or any other payment shall be subject to deduction on account of taxes under the applicable legislation. All requirements under Indian tax laws in respect of your personal income tax, including tax compliance and filing of tax returns, assessment etc., shall be fulfilled by you at your own cost.

3 Termination of services:

Your appointment has been done after an extensive process for an important position which requires your skills and experience. The Company and/or you shall be entitled to terminate your employment by providing a prior written notice of 30 days or salary in lieu thereof. The Company shall be entitled to recover salary for the unserved notice period unless recovery of such shortfall has been waived off by the appropriate person in the Company. Notice to terminate the services will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with original signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement.

3.1 The Company reserves the right to terminate your employment with immediate effect, without notice or compensation in the following events:

(a) your breach of any of any Company Policy or the practices and procedures established in the Company;

(b) your breach of the terms of this Appointment Letter;

(c) commission of misconduct which includes an act subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, theft, misappropriation, destruction of Company property, non-adherence to established protocols/ laid down procedures, failure to disclose or exploitation of a conflict of interest, etc.;

(d) if you are found to be convicted of a criminal offence or of an offence involving moral turpitudes;

(e) you absent yourself for a continuous period of eight (8) days without prior approval of your supervisor/superior (including overstay on leave or not reporting to work after any training); and/or

(f) your failure to clear the performance improvement plan successfully, if applicable; and / or

(g) any other reason in accordance with applicable legislation.

3.2 In the course of your employment, the Company may redeploy you on account of business requirements or re-organisation and during such redeployment exercise, selection will be as per the criterion mentioned in the Redeployment Policy/processes.

3.3 Upon separation from the Company on account of either resignation or termination, you shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which are in your possession or custody.

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19/08/2024

3.4 In the event that you owe any monies to the Company at separation from the Company, you authorize the Company, to the extent permitted by law, to deduct and offset any payments, including but not limited to payment of wages, bonuses, or expenses, otherwise owed to you upon termination of employment. If these deductions are insufficient, you agree to reimburse the Company for the balance.

3.5 You will automatically retire on attaining the age of 60 years.

4. Confidentiality and Non-Solicitation:

4.1 During the course of your employment and for 12 (twelve) months following the termination of your employment, you will not induce, or assist in inducing, to leave the employment of Company, any other employee of the Company.

4.2 You understand that you may be made aware of, have access to or may develop and work on certain information which is Confidential Information of the Company or its customers. Confidential Information includes trade secrets and confidential and proprietary business information obtained or developed by Company, information relating to its services, products, technology, know-how, intellectual property, processes, marketing, customers, pricing, commercial strategies, profitability, finances and other sensitive information. You undertake (i) to maintain strict confidentiality of such information, (ii) not to use such information for any purpose other than to render services to the Company, (iii) not to use, publish, disclose, or distribute Confidential Information to any third party. You are neither entitled to take in personal possession nor to make accessible to third parties records of such information, whether original or copies (in paper form as well as in electronic or other form), wholly or partially, without the prior explicit approval of the Company. After the termination of your employment with the Company, you shall return immediately to the Company all documents received from the Company or created by you, without retaining any copies or other duplicates. You acknowledge expressly, that the confidentiality and secrecy obligations shall be applicable during the term of your employment with the Company and shall survive for an unlimited period of time after the termination of your employment with the Company.

4.3 You acknowledge that the scope of these clauses 5.1 and 5.2 is no greater than is necessary for the protection of Company's interests as you have detailed and in-depth knowledge of and have had access to the Company's vital, strategic and Confidential Information. You understand that a violation of your obligations under this letter would cause serious damage to the Company. In the event that you violate an obligation as set forth in this letter, the Company shall be entitled to seek judicial enforcement of such obligation including, but not limited, to specific enforcement by way of an injunction or other means of interim and/or permanent relief.

5. Miscellaneous:

5.1 During your employment with the Company, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of the Company at all times. You shall not, without the written consent of the Company, undertake any other full time or part-time employment or engage in any external activities of a commercial nature or be in any way directly or indirectly actively engaged in any other business or undertaking.

5.2 You confirm that there is no litigation/prior conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

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19/08/2024

5.3 You confirm that you have disclosed fully all of your business interests to the Company whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any of your immediate relatives. Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment in accordance with the relevant Company Policy in this regard.

5.4 The Company shall conduct a background and reference check before onboarding or any time during your employment as per Company policy and this employment/offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, terminate your employment at any time without notice or compensation.

5.5 Your performance evaluation will be done periodically by your supervisors as per the Company appraisal system.

5.6 You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company Policies and procedures established by the Company.

5.7 You are required to submit your relieving letter in original from your previous employer (if applicable) within 60 days of your joining the Company failing which your employment with the Company shall be liable for termination without prior notice

5.8 You consent to provide the Company the required sensitive and personal data or information for the Company's use and purpose including for the purposes of discharge of the company's obligations under applicable law, managing the social security or other benefits payable to you, ensuring health and safety of all its employees, staff and/or visitors, etc. The Company will ensure you will be made aware of the information being collected, the intended recipients, and the name and address of the agency responsible for collecting and retaining the information. The Company will maintain 'reasonable security practices and procedures' for handling the sensitive personal data or information.

5.9 This Appointment Letter along with all annexure/schedules hereto constitutes the entire understanding between the Parties with regard to the subject matter hereof and supersedes any previous arrangements, whether oral or in writing between you and the Company.

5.10 If any provision of this Appointment Letter or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of applicable legislation, the remainder of this Appointment Letter and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Appointment Letter shall be valid and enforceable to the fullest extent permitted by applicable legislation.

5.11 This Appointment Letter shall be governed by, and construed and enforced in accordance with, the laws of India and submit yourself to the exclusive territorial jurisdiction of court at New Delhi.

5.12 All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such Policies.

5.13 The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

J.Angelinpreethi
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19/08/2024

5.14 In the event you fail to join on the Joining Date, this Appointment Letter shall stand terminated unless extended at the sole discretion of the Company.

Kindly sign and return a copy of this Appointment Letter by initialing every page in acceptance of the terms and conditions set out herein within 5 (five) days of the issuance to onboarding.india@genpact.com, else this letter stands automatically withdrawn.

We welcome you and wish you every success in your career with Genpact.

For Genpact India Private Limited



Ritu Bhatia
Senior Vice President – Human Resources
Authorized Signatory

Accepted and Agreed



JAngelinpreethi



19/08/2024

Genpact India Private Limited
DLF City, Phase V
Sector 53
Gurgaon, Haryana 122002, India.
T +91 124 283 2000; F +91 124 4022674

CIN: U73100DL2005PTC307363
Regd. Off:12A (Ground Floor), Prakash Deep Building, 7, Tolstoy Marg, New Delhi-110001
www.genpact.com

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Annexure I

Documents to be furnished at or before the date of joining

Employee details:
Name of the employee: **J Angelinpreethi**
Date of birth of the employee: **08 August 1999**
Aadhaar of the employee: **955381678870**
Father's name of the employee: **C Johnson Jayakumar**
Labour identification number of the establishment:
Universal Account Number of the employee: **101676370534**
ESIC Insurance number (if applicable):

Listed below are the mandatory documents (in photocopy/scanned copy) you are required to furnish at or before the time of joining:

1. Professional Relieving Letter from previous employer (last employment) only (If you do not have a Relieving letter, then you will have to sign a Relieving Letter Undertaking at the time of onboarding)

2. Digital/Soft copy of your passport size picture with white background to be shared at the time of onboarding for your Genpact ID card with the respective Onboarding SPOC

3. If your salary is less than or equal to the applicable limit mentioned in the ESI Act, 1948[1] you will need to enroll for ESIC (Employee State Insurance Corporation) which is a Govt. regulation therefore please provide:

   - Copy of recently downloaded E-Aadhaar Card
   - Copy of self-attested cancelled cheque
   - Insured Person number (IP number) of any existing ESIC account where you are enrolled, in case you were eligible for ESIC benefit in your previous organization.
   - Working Mobile number

4. If already a member of a provident fund (PF) scheme with previous employer, then update the below information in the onboarding tool (TYDY);

   a.Employer's name
   b.Provident Fund account number from your previous employer
   c.Universal account number provided by your previous employer
   d.Date of joining & leaving from previous employer
   e.E-Aadhar card copy
   f.Copy of confirmation screenshot of KYC verification on Aadhaar from the member portal

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J.Angelinpreethi (Aug 19, 2024 13:29 GMT+7)

19/08/2024

The above documents/details are required and shall be obtained, stored and processed by Genpact strictly on a need-to-know basis, as required for discharge of its statutory, administrative or regulatory obligations including those pertaining to compensation and benefits, those mandated by the Central and/or the State Governments from time to time vis-à-vis the health and safety of employees, staff and/or visitors, etc. Your records and information will be kept secure and handled strictly in accordance with the Genpact Data Privacy Policy.

Note:

- For IT asset, wherever applicable, IT team will connect within 24-48 hours of onboarding completion.
- You can collect your Genpact ID card, whenever you visit the office premises.

J.Angelinpreethi
J.Angelinpreethi (Aug 19, 2024 13:29 GMT+7)

19/08/2024

Genpact India Private Limited
DLF City, Phase V
Sector 53
Gurgaon, Haryana 122002, India.
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Annexure II

COMPENSATION & BENEFITS

Your entitlements, which will be further determined and be administered through the relevant Company Policies, are as under:

Bonus: The Company pays bonus to all its employees based on performance/productivity in accordance with the provisions of the Payment of Bonus Act, 1965 ("PBA"), or applicable legislation. Your bonus entitlement during an accounting year may comprise of different categories of bonus payouts, including annual performance bonus ("**APB**"), variable incentive payout ("**VIC**") (if applicable) and other bonus payouts (if any) as communicated to you by the Company from time to time and based on parameters determined by the Company. In the event statutory bonus is applicable to you, then by accepting this offer of employment you acknowledge that this letter constitutes an agreement between you and the Company under Section 31A of the PBA or applicable legislation.

Provident Fund: In the course of your employment, the Company will deposit its share of provident fund contributions, along with your share of provident fund contribution which will be deducted as a percentage of your wages.

Gratuity: In the course of your employment, you may be entitled to gratuity in accordance with the Payment of Gratuity Act, 1972 or applicable legislation, subject to Company Policies and the total duration of your services with the Company and/or its group entities.

Medical Insurance: The Company will provide a facility of medical insurance covering hospitalization expenses for you. Spouse, children and parents/in-laws can be added as dependents by paying a premium. Sum insured will be INR 2,00,000/- for the employee and his/her dependents (if added by the employee by paying the premium).

Personal Accident Insurance: The Company will provide Personal Accident Insurance in case of permanent/temporary disablement for an amount, upto 3 times of your Annual Fixed Cost to the Company or INR 14 Lakhs (whichever is higher)

Group Term Life Insurance: The Company will provide a facility of a Group Term Life Insurance covers of 3 times of your Annual fixed Cost to the Company or INR upto INR 14 Lakhs(whichever is higher)

Additional Life Insurance: An additional life insurance cover in accordance with the Employee Deposit linked Insurance (EDLI) Scheme, 1976.

Relocation: If at the time of joining, your assigned place of work is different from your current location ("Relocation"), you are entitled to avail the Company Guest House for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs.250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement.

Reimbursement of Business Expenses: You will also be reimbursed business related expenses incurred in accordance with relevant Company Policies as applicable from time to time. The specific amounts for these expenses will depend on the nature and scope of your duties and will be conveyed to you in due course.

J.Angelinpreethi
J.Angelinpreethi (Aug 19, 2024 13:29 GMT+7)

19/08/2024

genpact

COMPENSATION

Name	J Angelinpreethi	
Band	5A	
Designation	Process Associate	
Location	Madurai - Swami Vivekananda Nagar IN - Office	
Components	**Amount (per month)**	**Amount (per annum)**
Basic	INR 11,703.83/-	INR 1,40,446/-
Company Contribution to Provident Fund (PF)	INR 1,404.5/-	INR 16,854/-
Housing Rent Allowance	INR /-	INR /-
FIXED PAY	**INR 13,108.33/-**	**INR 1,57,300/-**
ANNUAL PERFORMANCE BONUS*	**INR 7200/-**	
Performance Linked Incentive**	**Amount (per Annum)**	
Best Performer	INR 48,000/-	
Average Performer	INR 18,000/-	
Low Performer	INR 0/-	
Total Earning Potential	**Amount (per Annum)**	
Best Performer	INR 2,12,500/-	
Average Performer	INR 1,82,500/-	
Low Performer	INR 1,64,500/-	
Benefits	**Amount (per Annum)**	
Life Insurance	3 times of your Annual Fixed Cost to the Company or INR 14 Lakhs (whichever is higher)	
Employee Deposit Linked Insurance Scheme (EDLIS)	As per Act	
Personal Accident/Disability Insurance (For Employee)	3 times of your Annual Fixed Cost to the Company or INR 14 Lakhs (whichever is higher)	
Medical Insurance covering hospitalization (For Employee)	INR 1,00,000/-	
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-	
Out Patient Medical Facilities at Office	Free	
Company Contribution ESIC	As per Act	
Other Attractions		
Employee Referral Scheme	As per scheme	
Rewards & Recognition	As per Performance	
Concierge Services	Subsidized Rates	

J.Angelinpreethi
J.Angelinpreethi (Aug 19, 2024 13:29 GMT+7)

19/08/2024

Genpact India Private Limited
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Gurgaon, Haryana 122002, India.
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Note:

a. Employees not on Performance Linked Incentive Plan will be eligible for a different Annual Performance Bonus Plan than mentioned above. In such cases, Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above. Annual Performance Bonus payout however is ultimately determined based on company / individual Performance and prevailing company guidelines.

b. Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with Business/Process.

The above-mentioned components/benefits are as per the prevalent company policy and/or applicable legislation and are subject to change.

c. The aggregate of all bonus payouts paid to you during an accounting year including Annual Performance Bonus (APB), VIC (if any), and other bonus payouts (if any) shall be in lieu of profit based bonus (if any), payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable)

d. In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable legislations or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes.

e. Any revision to your annual compensation will be effective from April of the subsequent year if your date of joining is September 30 or earlier. If your date of joining is between October 1 and December 31, you will not be eligible for compensation review in the forthcoming year. You will, however, be eligible to participate in the compensation review process in the year after and therefore, your remuneration has been fixed after due consideration of the foregoing.

f. Female employees will be eligible for paid maternity leave and other benefits in accordance with the Maternity Benefit Act, 1961 or applicable legislation and Company Policies.

g. Genpact reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and will be communicated to you when such change becomes applicable.

h. Any employee deduction will be governed by applicable legislations and prevalent Company Policy and will be subject to change.

For Genpact India Private Limited

Ritu Bhatia
Senior Vice President – Human Resources

Accepted and Agreed

J.Angelinpreethi
J.Angelinpreethi (Aug 19, 2024 13:29 GMT+7)

J Angelinpreethi

J.Angelinpreethi
J.Angelinpreethi (Aug 19, 2024 13:29 GMT+7)

19/08/2024

Current Date:**12/08/2024**
Full Name :**Joy Gilda Florence B**
Address: **20B, Arjunan complex 6th Street ,Chokkalinga Nagar, Bye pass road, Madurai, , , Madurai, Tamil Nadu, India - 625016**



Dear JOY GILDA

Sub: Appointment Letter

This is in furtherance to our discussions regarding your employment with **Genpact India Private Limited** ("**Company**"). We are pleased to issue this appointment letter ("Appointment Letter") to you for the position of **Process Associate** at **Madurai - Swami Vivekananda Nagar IN - Office**, subject to your acceptance of the terms and conditions of employment set forth below.

Your employment shall commence with effect from **12/08/2024 ("Joining Date")**. You will communicate to the Company if there is a change in Joining Date. You will be required to carry with you the documents set out at Annexure I to this Appointment Letter on the Joining Date. Upon commence of your employment, you will report to **Rajasekar S** or any other person as may be decided by the Company from time to time.

The terms and conditions of your employment with the Company are as follows:

1. Duties and Working Conditions:

1.1 Your initial place of work will be **India, Madurai - Swami Vivekananda Nagar IN - Office** However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad as may be decided by the Company. While on transfer or relocation, your employment will be additionally governed by the rules, regulations and conditions of service of that location.

1.2 You will be required to carry out the duties and responsibilities as assigned to you by the Company from time to time, faithfully and diligently and comply with the Company's policies and procedures as amended from time to time including with respect to compensation and benefits, leaves, information technology, reimbursements, health and safety, transfer, performance improvement plan, disciplinary action, etc. (collectively, "Company Policies").

1.3 The Company will be working 7 days a week, 24 hours a day. Your shift timings may vary as per business requirement will be duly communicated to you in advance. You will be expected to attend office week unless otherwise required or communicated by the Company, except while travelling on business – as assigned to you by your supervisors. Weekly offs and holidays will be governed as per applicable legislations and the relevant Company Policies.

1.4 You will be entitled to leaves subject to prior approval of your supervisor/manager at the Company. Your leave entitlement and accumulation / carry-forward of leave and related aspects will be governed as per the existing Company Policy on the subject.

B.Joy Gilda Florence
B.Joy Gilda Florence (Aug 12, 2024 15:36 GMT+5.5)
12/08/2024

2. Compensation and benefits:

2.1 In consideration of the performance of your duties for the Company, you will be entitled to receive compensation and benefits as detailed in Annexure II. Any revision to your compensation shall be undertaken in the sole discretion of the Company.

2.2 In terms of your employment with the Company, any amount payable by the Company to you towards salary, allowances and/or any other payment shall be subject to deduction on account of taxes under the applicable legislation. All requirements under Indian tax laws in respect of your personal income tax, including tax compliance and filing of tax returns, assessment etc., shall be fulfilled by you at your own cost.

3 Termination of services:

Your appointment has been done after an extensive process for an important position which requires your skills and experience. The Company and/or you shall be entitled to terminate your employment by providing a prior written notice of 30 days or salary in lieu thereof. The Company shall be entitled to recover salary for the unserved notice period unless recovery of such shortfall has been waived off by the appropriate person in the Company. Notice to terminate the services will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with original signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement.

3.1 The Company reserves the right to terminate your employment with immediate effect, without notice or compensation in the following events:

(a) your breach of any of any Company Policy or the practices and procedures established in the Company;

(b) your breach of the terms of this Appointment Letter;

(c) commission of misconduct which includes an act subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, theft, misappropriation, destruction of Company property, non-adherence to established protocols/ laid down procedures, failure to disclose or exploitation of a conflict of interest, etc.;

(d) if you are found to be convicted of a criminal offence or of an offence involving moral turpitudes;

(e) you absent yourself for a continuous period of eight (8) days without prior approval of your supervisor/superior (including overstay on leave or not reporting to work after any training); and/or

(f) your failure to clear the performance improvement plan successfully, if applicable; and / or

(g) any other reason in accordance with applicable legislation.

3.2 In the course of your employment, the Company may redeploy you on account of business requirements or re-organisation and during such redeployment exercise, selection will be as per the criterion mentioned in the Redeployment Policy/processes.

3.3 Upon separation from the Company on account of either resignation or termination, you shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which are in your possession or custody.

B.Joy Gilda Florence
B.Joy Gilda Florence (Aug 12, 2024 15:36 GMT+5.5)
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3.4 In the event that you owe any monies to the Company at separation from the Company, you authorize the Company, to the extent permitted by law, to deduct and offset any payments, including but not limited to payment of wages, bonuses, or expenses, otherwise owed to you upon termination of employment. If these deductions are insufficient, you agree to reimburse the Company for the balance.

3.5 You will automatically retire on attaining the age of 60 years.

4. Confidentiality and Non-Solicitation:

4.1 During the course of your employment and for 12 (twelve) months following the termination of your employment, you will not induce, or assist in inducing, to leave the employment of Company, any other employee of the Company.

4.2 You understand that you may be made aware of, have access to or may develop and work on certain information which is Confidential Information of the Company or its customers. Confidential Information includes trade secrets and confidential and proprietary business information obtained or developed by Company, information relating to its services, products, technology, know-how, intellectual property, processes, marketing, customers, pricing, commercial strategies, profitability, finances and other sensitive information. You undertake (i) to maintain strict confidentiality of such information, (ii) not to use such information for any purpose other than to render services to the Company, (iii) not to use, publish, disclose, or distribute Confidential Information to any third party. You are neither entitled to take in personal possession nor to make accessible to third parties records of such information, whether original or copies (in paper form as well as in electronic or other form), wholly or partially, without the prior explicit approval of the Company. After the termination of your employment with the Company, you shall return immediately to the Company all documents received from the Company or created by you, without retaining any copies or other duplicates. You acknowledge expressly, that the confidentiality and secrecy obligations shall be applicable during the term of your employment with the Company and shall survive for an unlimited period of time after the termination of your employment with the Company.

4.3 You acknowledge that the scope of these clauses 5.1 and 5.2 is no greater than is necessary for the protection of Company's interests as you have detailed and in-depth knowledge of and have had access to the Company's vital, strategic and Confidential Information. You understand that a violation of your obligations under this letter would cause serious damage to the Company. In the event that you violate an obligation as set forth in this letter, the Company shall be entitled to seek judicial enforcement of such obligation including, but not limited, to specific enforcement by way of an injunction or other means of interim and/or permanent relief.

5. Miscellaneous:

5.1 During your employment with the Company, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of the Company at all times. You shall not, without the written consent of the Company, undertake any other full time or part-time employment or engage in any external activities of a commercial nature or be in any way directly or indirectly actively engaged in any other business or undertaking.

5.2 You confirm that there is no litigation/prior conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

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5.3 You confirm that you have disclosed fully all of your business interests to the Company whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any of your immediate relatives. Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment in accordance with the relevant Company Policy in this regard.

5.4 The Company shall conduct a background and reference check before onboarding or any time during your employment as per Company policy and this employment/offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, terminate your employment at any time without notice or compensation.

5.5 Your performance evaluation will be done periodically by your supervisors as per the Company appraisal system.

5.6 You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company Policies and procedures established by the Company.

5.7 You are required to submit your relieving letter in original from your previous employer (if applicable) within 60 days of your joining the Company failing which your employment with the Company shall be liable for termination without prior notice

5.8 You consent to provide the Company the required sensitive and personal data or information for the Company's use and purpose including for the purposes of discharge of the company's obligations under applicable law, managing the social security or other benefits payable to you, ensuring health and safety of all its employees, staff and/or visitors, etc. The Company will ensure you will be made aware of the information being collected, the intended recipients, and the name and address of the agency responsible for collecting and retaining the information. The Company will maintain 'reasonable security practices and procedures' for handling the sensitive personal data or information.

5.9 This Appointment Letter along with all annexure/schedules hereto constitutes the entire understanding between the Parties with regard to the subject matter hereof and supersedes any previous arrangements, whether oral or in writing between you and the Company.

5.10 If any provision of this Appointment Letter or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of applicable legislation, the remainder of this Appointment Letter and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Appointment Letter shall be valid and enforceable to the fullest extent permitted by applicable legislation.

5.11 This Appointment Letter shall be governed by, and construed and enforced in accordance with, the laws of India and submit yourself to the exclusive territorial jurisdiction of court at New Delhi.

5.12 All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such Policies.

5.13 The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

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5.14 In the event you fail to join on the Joining Date, this Appointment Letter shall stand terminated unless extended at the sole discretion of the Company.

Kindly sign and return a copy of this Appointment Letter by initialing every page in acceptance of the terms and conditions set out herein within 5 (five) days of the issuance to onboarding.india@genpact.com, else this letter stands automatically withdrawn.

We welcome you and wish you every success in your career with Genpact.

For Genpact India Private Limited



Ritu Bhatia
Senior Vice President – Human Resources
Authorized Signatory

Accepted and Agreed

B.Joy Gilda Florence
B.Joy Gilda Florence (Aug 12, 2024 15:36 GMT+5.5)

Joy GildaFlorence B

B.Joy Gilda Florence
B.Joy Gilda Florence (Aug 12, 2024 15:36 GMT+5.5)

12/08/2024

Annexure I

Documents to be furnished at or before the date of joining

Employee details:
Name of the employee: **Joy Gilda Florence B**
Date of birth of the employee: **08 June 2000**
Aadhaar of the employee: **701543050496**
Father's name of the employee: **Benjamin Koilraj R**
Labour identification number of the establishment:
Universal Account Number of the employee: **NA**
ESIC Insurance number (if applicable):

Listed below are the mandatory documents (in photocopy/scanned copy) you are required to furnish at or before the time of joining:

1. Professional Relieving Letter from previous employer (last employment) only (If you do not have a Relieving letter, then you will have to sign a Relieving Letter Undertaking at the time of onboarding)

2. Digital/Soft copy of your passport size picture with white background to be shared at the time of onboarding for your Genpact ID card with the respective Onboarding SPOC

3. If your salary is less than or equal to the applicable limit mentioned in the ESI Act, 1948[1] you will need to enroll for ESIC (Employee State Insurance Corporation) which is a Govt. regulation therefore please provide:

   - Copy of recently downloaded E-Aadhaar Card
   - Copy of self-attested cancelled cheque
   - Insured Person number (IP number) of any existing ESIC account where you are enrolled, in case you were eligible for ESIC benefit in your previous organization.
   - Working Mobile number

4. If already a member of a provident fund (PF) scheme with previous employer, then update the below information in the onboarding tool (TYDY);

   a.Employer's name
   b.Provident Fund account number from your previous employer
   c.Universal account number provided by your previous employer
   d.Date of joining & leaving from previous employer
   e.E-Aadhar card copy
   f.Copy of confirmation screenshot of KYC verification on Aadhaar from the member portal

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The above documents/details are required and shall be obtained, stored and processed by Genpact strictly on a need-to-know basis, as required for discharge of its statutory, administrative or regulatory obligations including those pertaining to compensation and benefits, those mandated by the Central and/or the State Governments from time to time vis-à-vis the health and safety of employees, staff and/or visitors, etc. Your records and information will be kept secure and handled strictly in accordance with the Genpact Data Privacy Policy.

Note:

- For IT asset, wherever applicable, IT team will connect within 24-48 hours of onboarding completion.
- You can collect your Genpact ID card, whenever you visit the office premises.

B.Joy Gilda Florence
B.Joy Gilda Florence (Aug 12, 2024 15:36 GMT+5.5)

12/08/2024

Genpact India Private Limited
DLF City, Phase V
Sector 53
Gurgaon, Haryana 122002, India.
T +91 124 283 2000; F +91 124 4022674

CIN: U73100DL2005PTC307363
Regd. Off:12A (Ground Floor), Prakash Deep Building, 7, Tolstoy Marg, New Delhi-110001
www.genpact.com

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genpact

COMPENSATION

Name	Joy Gilda Florence B	
Band	5A	
Designation	Process Associate	
Location	Madurai - Swami Vivekananda Nagar IN - Office	
Components	**Amount (per month)**	**Amount (per annum)**
Basic	INR 11,703.83/-	INR 1,40,446/-
Company Contribution to Provident Fund (PF)	INR 1,404.5/-	INR 16,854/-
Housing Rent Allowance	INR /-	INR /-
FIXED PAY	**INR 13,108.33/-**	**INR 1,57,300/-**
ANNUAL PERFORMANCE BONUS*	**INR 7200/-**	
Performance Linked Incentive**	**Amount (per Annum)**	
Best Performer	INR 48,000/-	
Average Performer	INR 18,000/-	
Low Performer	INR 0/-	
Total Earning Potential	**Amount (per Annum)**	
Best Performer	INR 2,12,500/-	
Average Performer	INR 1,82,500/-	
Low Performer	INR 1,64,500/-	
Benefits	**Amount (per Annum)**	
Life Insurance	3 times of your Annual Fixed Cost to the Company or INR 14 Lakhs (whichever is higher)	
Employee Deposit Linked Insurance Scheme (EDLIS)	As per Act	
Personal Accident/Disability Insurance (For Employee)	3 times of your Annual Fixed Cost to the Company or INR 14 Lakhs (whichever is higher)	
Medical Insurance covering hospitalization (For Employee)	INR 1,00,000/-	
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-	
Out Patient Medical Facilities at Office	Free	
Company Contribution ESIC	As per Act	
Other Attractions		
Employee Referral Scheme	As per scheme	
Rewards & Recognition	As per Performance	
Concierge Services	Subsidized Rates	

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Note:

a. Employees not on Performance Linked Incentive Plan will be eligible for a different Annual Performance Bonus Plan than mentioned above. In such cases, Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above. Annual Performance Bonus payout however is ultimately determined based on company / individual Performance and prevailing company guidelines.

b. Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with Business/Process.

The above-mentioned components/benefits are as per the prevalent company policy and/or applicable legislation and are subject to change.

c. The aggregate of all bonus payouts paid to you during an accounting year including Annual Performance Bonus (APB), VIC (if any), and other bonus payouts (if any) shall be in lieu of profit based bonus (if any), payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable)

d. In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable legislations or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes.

e. Any revision to your annual compensation will be effective from April of the subsequent year if your date of joining is September 30 or earlier. If your date of joining is between October 1 and December 31, you will not be eligible for compensation review in the forthcoming year. You will, however, be eligible to participate in the compensation review process in the year after and therefore, your remuneration has been fixed after due consideration of the foregoing.

f. Female employees will be eligible for paid maternity leave and other benefits in accordance with the Maternity Benefit Act, 1961 or applicable legislation and Company Policies.

g. Genpact reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and will be communicated to you when such change becomes applicable.

h. Any employee deduction will be governed by applicable legislations and prevalent Company Policy and will be subject to change.

For Genpact India Private Limited

Ritu Bhatia
Senior Vice President – Human Resources

Accepted and Agreed

B.Joy Gilda Florence
B.Joy Gilda Florence (Aug 12, 2024 15:36 GMT+5.5)

Joy Gilda Florence B

B.Joy Gilda Florence
B.Joy Gilda Florence (Aug 12, 2024 15:36 GMT+5.5)

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www.genpact.com

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Hi Ms. Kawin Priya A S

Congratulations! Your Personal Information which you submitted as part of your onboarding process has been approved. Thank you for your prompt action in completing the formalities.

We are happy to welcome you to Randstad India Private Limited with an offer of employment for a fixed-term contract (please see attachment to this mail). You will be deputed to SBI Cards & Payment Services Limited

This offer of appointment contains details of your role, contract tenure, salary break-up, and the terms and conditions of your employment. It also provides you the list of joining documents that you need to sign and acknowledge.

Please click on the link below to access the Randstad candidate Portal and view your appointment letter, and the terms and conditions of employment.

Web	Android
Accessing from a laptop or desktop?	Accessing from an Android phone?
Click Here	Click Here

You will need to sign your acceptance of the offer of appointment and the terms given in it, and acknowledge the receipt of your joining kit. Your onboarding process will be considered incomplete without this step.

(Please note that Randstad and its associates will never ask job seekers for payment of any kind for our services or advantages in respect of expenses or otherwise (e.g. photocopying fees, visa processing fees, accommodation fees, etc.).

If you or anyone in your circle has been recently subjected to such incidents, you can feel free to reach us in the above given contact details:)

We are here to help you through your on-boarding process. For any help or clarification please feel free to reach us at:

Telephone: 1-800-4209944 | Helpdesk Link: https://employeehelpdesk.randstad.in/

Best regards
Randstad Onboarding Team


Subashini S
703398833

WINNERS INSTITUTE OF COMMUNICATIVE ENGLISH

AN ISO 9001 - 2015 CERTIFIED INSTITUTION



SURIYA PRAPHA P S

FACULTY

E.CODE: WHF-24-075

WICE - THE MAKERS OF WINNERS EVER

randstad

Name	: Kawin Priya A S
Employee Code	: 1711848
Designation	: Executive
Deputed at	: SBI Cards & Payment Services Limited
Work Location	: DINDIGUL

Authorized Signatory

DOB	: 09-07-2002
DOJ	: 28-10-2024
DOT	: 27-10-2025
Blood Group	:
Emergency Contact No	: 9853245489

Member's Signature

- ID card should be carried all time while on duty, and should be produced on demand.
- If ID card is lost, the same should be intimated to the Admin Department immediately.
- Please surrender this card to the Admin Department on cessation of service or transfer out of location

Randstad India Private LTD

Helpline : 1800 420 9944

Helpdesk Link:
https://employeehelpdesk.randstad.in/

www.randstad.in

ARAS

QUALITY AND CREDIBILITY

SINCE 1930

October 23, 2024

P. Shreesha
No 10/10, Ponnagar,
Near Aalavai Street, Vilangudi,
Madurai Tamil Nadu – 625018.

Dear Ms. P. Shreesha

Sub: Offer / Appointment Letter

Greetings from ARAS

We are pleased to offer you an employment in **AR.A.S. Enterprises Pvt. Ltd.** under the following terms and conditions.

Engagement: You will be employed in the capacity of **HR Asst** Your place of posting will be at our **ARAS Head Office, Madurai** & you will be reporting to **Mr.M.Lakshmi Ganesan (AGM-Admin/HR)** Your duties and responsibilities will be set out in a job description.

The allowance, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

On joining you shall be on Probation for **three** months.You will abide by the rules and regulation of the company as may be in force from time to time. On completion of the probationary period, you shall get confirmed based on the performance and the merit system.

If any time in the opinion of the company which shall be the final, you became insolvent or are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any other conduct considered by the company as detrimental to its interests or of violation of one or more terms of this appointment, your service may be terminated without notice.

Commencement: Your effective date of employment with the company is **01/10/2024.**

Remuneration: **Your commencing annual salary will be ₹ 1,89,216/-CTC per annum. Your compensation package shall be as per the Annexure enclosed.**

Bonus: The Above CTC includes the bonus also.

Please acknowledge acceptance of this offer by signing below.

For AR.A.S. Enterprises Pvt. Ltd.,

M.Lakshmi Ganesan
AGM - Admin/ HR

Accepted

P. Shreesha

PENGUIN APPARELS (P) LTD.

Regd. Office :
Plot No. 2, Meenakshi Nagar
GST Road, Pasumalai, Madurai - 625 004.

CIN No : U18101 TN1990PTC019054
GST : 33AABCP7832P1Z0
Tel : 0452-2372377, 2372477
Email : office@penguinapparels.com

Ref. No.

Date 15.05.2024

Miss.RUBY V,
D/O Velmurugan,
No 23 B Ramesh Krishna,
Nagar Kosakulam Anaiyur ,
Madurai.-625017.

With reference to your application and the final interview held, we are pleased to appoint you as Merchandiser in our organization with effect from 29.05.2024 on the following terms and conditions.

1.You will be a whole time employee of this company and so devote your full time Attention, Energy, Skill and Ability to the business of the company.

2.You will be paid a consolidated Salary of Rs.12,000 (Rupees Twelve Thousand Only) per month, during the Probation Period.

3.You shall carry out the Company's orders and instructions promptly and do your best to promote the company's interest and business.

4.You will be stationed in our Factory in Madurai. However, you will be liable to transfer to any branch office or in any one of the Sister concerns of the company as decided by the Management from time to time.

5.You shall have to abide by the rules and regulations of the Company as amended from time to time and shall have to work in such suitable capacity as determined by the Management of this company.

6. Either during your employment or thereafter you shall not discuss, divulge or communicate to any other person any information pertaining to the Company's affairs, technical or commercial.

PENGUIN APPARELS (P) LTD. MADURAI

PENGUIN APPARELS (P) LTD.

Regd. Office :
Plot No. 2, Meenakshi Nagar
GST Road, Pasumalai, Madurai - 625 004.

CIN No : U18101 TN1990PTC019054
GST : 33AABCP7832P1Z0
Tel : 0452-2372377, 2372477
Email : office@penguinapparels.com

Ref. No.

Date

7. You will be on probation for six months. During the probation period the company may terminate your services by giving one day's notice. After confirmation in writing your confirmed services are liable to be terminated with one-month notice from either side or by giving compensation in lieu thereof.

8. In case of any misconduct, dereliction of duty, lack of loyalty and breach of trust on your part, your employment may be terminated without any notice to you.

9. Please sign the duplicate copy of this letter signifying your acceptance of the above terms and conditions.

For PENGUIN APPARELS (P) LTD

Authorized Signatory

PENGUIN APPARELS (P) LTD. MADURAI

I accept the above terms and conditions.

(RUBY V)

படிவம்-டி சம்பள சீட்டு / விடுப்பு அட்டை. FORM-T WAGE SLIP/LEAVE CARD

(See Sub-Rule (6) of Rule 11 of the Tamil Nadu Shops and Establishments Rules, 1948)

1. Name and Address of the Establishment : 53, [illegible] Madurai-625 001

Date : 30/11/24

2. Name of the Person employed : G. SNEHA

3. Father's / Husband's Name : GNANADESIGAN

4. Designation : SALESGIRL

5. Date of Entry into Service :

6. Wage Period : From : 01/11/24 To : 30/11/24

7. Wage Earned :

	Rs.	P.
(a) Basic :	6243	/
(b) D.A. :	5750	/
(c) H.R.A. :		
(d) O.T.Wages :		
(e) Leave Wages :		
(f) Other Allowance :	1800	/
(g) Gross Wages :	13793	/

Deductions :

	Rs.	P.
(i) E.P.F. :	1439	/
(ii) E.S.I. :	104	/
(iii) Other Deductions :		
TOTAL Deductions	1543	/

	Rs.	P.
(a) Gross Wages :	13743	/
	1543	/
Net Amount Paid	12250	/

8. Leave Availed during the month CL: ___ SL: ___ EL: ___ ML: ___

9. Leave at Credit : CL: ___ SL: ___ EL: ___ ML: ___

G. Manoj

Signature of the Employer / Manager or any other Authorised Person.

G. Sneha

Signature or Thumb impression of the Person Employed.

INFINX SERVICES PVT. LTD.
(Earlier known as Tandon Information Solutions Pvt. Ltd.)
CIN NO.: U30000MH1996PTC099112
Unit 1, SDF-1, SEEPZ-SEZ, Andheri (E), Mumbai-400096
Tel: +91-22-4036 3000. Fax: +91-22-2829 0313.

Date: August 06, 2024

To,

Ms Logalakshmi D
7/3 ,Jenes ladies hostel,
Meiyappan 1st street, Aarapalayam,
Madurai, Tamilnadu - 625016

Dear Logalakshmi D,

We are pleased to provide you with a Provisional Offer for the position of " **Trainee**" at **Infinx Services Private Limited** (the Company), following your recent application and interview with us.

Please note that this offer is contingent upon the following conditions:
1. Successful completion of the initial training period and assessment.
2. Clearance of your background verification.
3. Eligibility as per the Apprentice Act.

Please be aware that this provisional offer will be considered null and void if the above conditions are not met.

Pre-Hire Training Details:
- Venue: Thiagarajar College, #139, Near Teppakulam, NH85, Madurai 625 015, Tamil Nadu
- Time: 9:00 AM – 6:00 PM (Monday to Friday)
- Duration: August 12, 2024 – October 11, 2024

"Upon successfully completing the training period, you will receive a joining bonus of INR 15,000, which will be included with your first salary after you join."

Your primary base location will be the **INFINX Office**; however, the initial training will be conducted at **Thiagarajar College**.

As a " **Trainee**," you will be responsible for fulfilling all duties and responsibilities assigned to you.

Upon successful completion of the training, assessment, and fulfillment of the Apprentice enrollment criteria, you will be formally enrolled as an "**Apprentice**" under **the Apprentices Act, 1961**.

To accept this offer, please sign and return a copy of this letter. Additionally, you will be expected to adhere to all Company Policies as outlined during your training.

Congratulations, and we look forward to welcoming you to the team!

Sincerely,

Best Regards,

For Infinx Services Private Limited.



Dipti Gonasagi
Manager – HR

INFINX SERVICES PVT. LTD.
(Earlier known as Tandon Information Solutions Pvt. Ltd.)
CIN NO.: U30000MH1996PTC099112
Unit 1, SDF-1, SEEPZ-SEZ, Andheri (E), Mumbai-400096
Tel: +91-22-4036 3000. Fax: +91-22-2829 0313.

Date: August 18, 2024

To,

Ms Pavithraa P.
5/262,
V.O.C Nagar 2nd Street Achampathu,
Madurai, Tamil Nadu, 625019.

Dear Pavithraa P,

We are pleased to provide you with a Provisional Offer for the position of " **Trainee**" at **Infinx Services Private Limited** (the Company), following your recent application and interview with us.

Please note that this offer is contingent upon the following conditions:

1. Successful completion of the initial training period and assessment.
2. Clearance of your background verification.
3. Eligibility as per the Apprentice Act.

Please be aware that this provisional offer will be considered null and void if the above conditions are not met.

Pre-Hire Training Details:

- Venue: Thiagarajar College, #139, Near Teppakulam, NH85, Madurai 625 015, Tamil Nadu
- Time: 9:00 AM – 6:00 PM (Monday to Friday)
- Duration: August 19, 2024 – October 11, 2024

"Upon successfully completing the training period, you will receive a joining bonus of INR 15,000, which will be included with your first salary after you join."

Your primary base location will be the **INFINX Office**; however, the initial training will be conducted at **Thiagarajar College**.

As a " **Trainee**," you will be responsible for fulfilling all duties and responsibilities assigned to you.

Upon successful completion of the training, assessment, and fulfillment of the Apprentice enrollment criteria, you will be formally enrolled as an "**Apprentice**" under **the Apprentices Act, 1961**.

To accept this offer, please sign and return a copy of this letter. Additionally, you will be expected to adhere to all Company Policies as outlined during your training.

Congratulations, and we look forward to welcoming you to the team!

Sincerely,

Best Regards,

For Infinx Services Private Limited.



Dipti Gonasagi
Manager – HR

नामिती का ब्यौरा / Details of Nominee

पंजीकृत (हाँ / नहीं) :
Registered (Yes/No.) :

यदि हाँ तो पंजीकरण सं.:
If Yes, Reg No :

(वैकल्पिक) / **(Optional)**

नाम : / **Name :**



उपयोगी सुझाव / Useful Tips

1. अपने खाते की जानकारी प्राप्त करने के लिए अपना मोबाइल नंबर एवं ई–मेल आईडी पंजीकृत करें। / Register your Mobile and email-Id for getting information about your account.
2. आप पूछताछ आदि के लिए टोल फ्री नंबर पर कॉल कर सकते हैं।
   You may call toll free number for inquiry etc.
3. नियमित रूप से पासबुक अद्यतन करें। / Get pass-book updated regularly.
4. जहाँ कहीं भी संभव हो स्थायी अनुदेश जारी करें। / Issue standing instructions whereever possible.
5. पासबुक में कहीं भी हस्ताक्षर न करें। / Do not put signature anywhere in pass-book.
6. हम आपके सुझावों का स्वागत करते हैं। / We welcome your suggestions.
7. कोई भी कठिनाई होने पर मूल्य वर्धित सेवाओं के लिए शाखा प्रबंधक से संपर्क करें।
   Contact branch manager in case of difficulties/Value added services.
8. टोल फ्री हेल्प लाइ[illegible] 1800 425 00 000
9. झूठे वादों की चपेट [illegible] न रहें।
   Do not fall prey to [illegible]
10. कृपया अपने खाते का ब्यौरा / इन्टरनेट बैंकिंग का यूजर आईडी एवं पासवर्ड / एटीएम डेबिट कार्ड / क्रेडिट कार्ड / मोबाइल बैंकिंग, जैसी निजी जानकारी को किसी के साथ साझा न करें।
    Please do not disclose your Account details / Internet Banking, User Id and Password/ ATM Debit card/ Credit card / Mobile Banking Personal information to any Person

Indian Bank
Allahabad
Together with you

102/4-C, Sathyasai Nagar
T V S Nagar Madurai
Phone No : 2692908
Tamil Nadu
625003
Phone No :
IFSC Code : IDIB000T075

BUSINESS HOURS:
CONTINUATION
continuity PB-No : 1

Branch : T V S NAGAR (960)

MICR Code : 625019012
Email Id : tvsnagar@indianbank.co.in

PERSONAL DETAILS:
CIF No:30642272846
Name : Shakthi Reethu C
PAN No :NETP[illegible]4D
Mobile No :8870770021
Mode of Op :SELF
D.O.B. (if minor) : N/A
Email ID :
Date of A/C Opening : 06/05/2024
Norm Reg No :117114505
Date of Issue : 07/06/2024 81811 00960

CKYC ID:
XXXXXXXX842060

PPO Number:
Account No : 7770737864

S/D/W of : CHANDRASEKAR
2A, SAMY TOWER RAMAIAH STREET, ,
JAIHINDPURAM, Madurai South,
Madurai
Tamil Nadu
625011
Nominee : TAMIL SELVI R

INDIAN BANK
T V S NAGAR
MADURAI-2

खाता सं Account No

तारीख Date	विवरण Particulars	चेक सं Chq. No.	आहरण Withdrawals	जमा Deposits	शेष Balance	संक्षिप्त हस्ताक्षर Initials	बैंक के प्रयोग हेतु For Customer Use
			Brought Forward 1000.00 Cr				
	B1811 00960 007770737864						
06/05/24	Vasuki Karunakaran					1000.00	1000.
	FRM 07585808691						
07/06/24	UNCL-AMT-0.00-CLR-BAL: 1000.00 Cr;MOD-BAL: 0.00 Dr;						
12/06/24	TRAN DATE -(MMDD) 0612 TRAN				1000.00		
	ATM WDL SEQ NO 7788 A						
	SELF-AA ROAD,RATHINAPURAM MA						
30/06/24	CR INT CR					3.00	3.00
03/07/24	THE TVS SCHOOL					13210.00	13213.00
03/07/24	TRAN DATE -(MMDD) 0703 TRAN				5000.00		8213.00
	ATM WDL SEQ NO 418521847923 A						
	SELF-JAIHINDPURAM M						
03/07/24	TRAN DATE -(MMDD) 0703 TRAN				5000.00		2213.00
	ATM WDL SEQ NO 418521848453 A						



SANTHOSHIKA SURESH

703411593

EMERGENCY CONTACT NO +91 9319563377

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Eye Catcher
Offset Printers & Artwork Makers

Date :07.10.2024

Dear Miss Jaisree

We are pleased to appoint you as "Junior Accountant" with Eyecatcher, Madurai, on the following terms and conditions:

1. The Management welcomes you to work at this comfortable working environment, with the hope for development through your sincerity, regularity and obedience.

2. As per the oral discussions, you have to sign and submit the duplicate copy of this appointment order, and you are requested to submit the following documents along with duplicate copy of the appointment order.
   a) Age proof certificate copy (School certificates)
   b) Four Passport size photographs
   c) Aadhaar Card Copy
   d) Bank Passbook Copy
   e) Payslip & relieving order copy

3. The compensation package consists of the following:

   1. Your gross salary is Rs.13000/-

   b. Your salary will be paid on the 5 of every month to a bank account number provided by you.

   c. Annual salary increments will be carried out in January of each year following performance appraisal. Salary increments are dependent of performance and not an automatic procedure. The quantum of increment made is at the discretion of the company.

In order to be eligible for a salary adjustment, the staffs need to have been in service for a minimum of eight months during the preceding year.

4. You will be eligible for leave as per the rules of the organisation now in force or as amended from time to time.

AUTHORISED SIGNATORY

No.372, 6th Cross Street, Near Suguna Store, Anna Nagar, Madurai - 625 020.
Email : eyecatsales@gmail.com Web : www.eyecatcherprint.com
Contact : 99949 62126 - 84892 12211

5. You will observe the rules and regulations of the company now in force and as may be introduced from time to time during the tenure of your service with the organisation.

6. If required, the company given loan to the employees' for their urgent needs. A separate agreement will be made between the management and the employee and he / she will be treated in the same manner as the other employees and will not be forced to work excess.

7. The disciplinary action and termination rules are applicable as per the principles of natural and social justice and also as per provision of shop act and circulars issued by the company from time to time.

8. You shall retire from the services of the company upon attaining the age will be 58 years as per the rules of the company.

9. Other Condition

a) Your service can be terminated on either side by giving one month notice or paying one month salary in lieu thereof.

b) You will devote full time to the work of the organisation and should not undertake any direct / indirect business or work honorary or remunerative except with the consent of the company.

c) Neither during employment with us nor afterwards you will give anyone by word of mouth or otherwise any particulars or details of our financial matters, technical know-how, designing process, file security arrangements, administrative and / or organisational matters, whether confidential. You will also not use at any time such information or our trade secrets for your personal gains.

10. This appointment is subject to your certificate relating to age, qualifications, salary, experience and other details as stated in your application.

For Eyecatcher

Authorised Signatory

Accepted the above terms and conditions.

Signature

Name

AUTHORISED SIGNATORY

No.372, 6th Cross Street, Near Suguna Store, Anna Nagar, Madurai - 625 020.
Email : eyecatsales@gmail.com Web : www.eyecatcherprint.com
Contact : 99949 62126 - 84892 12211

kukulkan

17/8a, Gokale road,
chinna chokkikulam, near jockey showroom
madurai Tamil Nadu 625001
India
GSTIN 33AAVFK8293Q1Z4

TAX INVOICE

#	**: 00015**
Invoice Date	**: 03/07/2024**
Terms	**: Due on Receipt**
Due Date	**: 03/07/2024**

Place Of Supply **: Tamil Nadu (33)**

Bill To

HomeArt
No 118/6C ,,NO 2/2 66A, Four Way Road, Thuvariman Village, Madurai west Taluk
Madurai
625019
India
GSTIN 33EDCPA3489L1ZG

Ship To

No 118/6C ,,NO 2/2 66A, Four Way Road, Thuvariman Village, Madurai west Taluk
Madurai
625019
India
GSTIN 33EDCPA3489L1ZG

#	Item & Description	Qty	Rate	CGST %	CGST Amt	SGST %	SGST Amt	Amount
1	Yogavalli Yogavalli as telecaller Joining date 01/06/2024	1.00	9,360.00	9%	842.40	9%	842.40	9,360.00

Total In Words
Indian Rupee Eleven Thousand Forty-Four and Eighty Paise Only

Notes

Thanks for your business.

Sub Total	9,360.00
CGST9 (9%)	842.40
SGST9 (9%)	842.40
Total	**₹11,044.80**
Balance Due	**₹11,044.80**

Authorized Signature

Crafted with ease using Zoho Invoice
Visit zoho.com/invoice to create truly professional invoices

M.K.R. Ayya Nadar Jeyalakshmi Ammal English Medium School (ISC)

(Run by: Bharatha Perunthalaivar Kamarajar Aranilayam)

144A/1, Kamarajar Salai, Madurai 625 009.

IDENTITY CARD 2024-2025



J.A.SHAFEEKA

Teaching Faculty

H. Ayesha

Principal

RAJAN HOSPITAL

Dr. Arun Kumar Rajan M.B.B.S.,C.Diab.(Australia)
Dr. Madeline Arun M.B.B.S.,PG Dip. in Ultrasonography
Dr. A. Daniel Rajan M.B.B.S.,

155-C, East Veli Street,
MADURAI - 625 001.
☎ 0452 - 2335000

℞

Date : 11.1.25

This is to certify that Miss. N.R. Aarthy aged 23, M.com is working as a Receptionist cum Billing incharge in our Hospital since June 2024 till date

Reg. No:49341

DR.X.MADELINE MARY PAX
M.B.B.S., (PG DIPLOMA IN USG)
RAJAN HOSPITAL
155-C EAST VELI STREET, MADURAI - 625001.

H/HRD/AP/265

06.06.2024

Appointment Letter

Dear Ms. Blessy Martina D,

Further to your application and the subsequent interview you had with us, we are pleased to appoint you in our organization as Associate HR with effect from 06.06.2024 on the following terms and conditions.

1. You will be placed in Madurai.
2. **Compensation**

2.1 Kindly go thru Annexure – I for your salary structure.

2.2 Your salary will have the deduction whichever is applicable as per Government of India.

3. Terms of Employment

3.1 You will be on probation for a period of ONE year, which may be extended at the discretion of the organization based on your performance that will not be more than one year. Your service shall not deemed to be confirmed unless Organization, communicates to you in writing. During your probation period your service may be terminated on 30 days' notice if your performance is unsatisfactory.

3.2 During your probation period if you want to resign, 30 days prior notice should be given or wages in lieu of the required notice period.

3.3 After confirmation termination of services by either side will be by 30 days' notice or wages in lieu of the required notice period. However the management reserves the right to ask you to work during the notice period instead of accepting the salary.

3.4 The age of superannuation is 58 years.

3.5 You should perform all the duties, which are assigned by the management, and also duties that may be assigned in the future. You are liable to be transferred from one shift to another or from one office to another which are now in existence or that may be formed in future, within Indian Territory and you will be required to do such work which may be assigned to you from time to time.

3.6 During the period of your service, you will be governed by the HR manual. You shall be subject to all disciplines and obligations laid down on the existing rules and regulations of services and those, which may be hereinafter framed from time to time at the organization's discretion.

3.7 During the period of your service, you will not undertake any direct or indirect business or work honorary or with remuneration except with our written permission and you would not do anything detrimental to the organization's interest.

+91 900 600 6000
Ahana Hospitals : No.611, K.K. Nagar, Madurai - 625020, Tamilnadu.
helpdesk@ahanahospitals.in | www.ahanahospitals.in | Follow us : Ahanahospitals
GANDHI NAGAR | K.K. NAGAR | MANAGIRI | ACUTE CARE | RESIDENCY | ELAMANUR

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3.8 In discharge of your duties, you shall not exceed the authority of any law, rule, notification or discretion of the government and in the event of your exceeding the same, you shall alone be responsible for such acts, and the management reserves its right to take action as it deems fit.

3.9 Your services can be terminated without any notice for compensation for the following acts: Dishonesty, mishandling organization money, property, fraud, misbehavior or any subversive act which in the opinion of the management is seriously detrimental/prejudicial to the interest/philosophy of the organization.

3.10 In the event of your resignation, you should hand over charge and organization belongings to any official designated by the management and obtain a clearance certificate from the HR Department for your final settlement.

3.11 Salary increment and promotion is based upon the performance appraisal system of the organization.

3.13 You have to communicate to the management your current residential address and any change therein from time to time.

3.14 This appointment letter is issued to you on the understanding that, the information furnished by you at the time of interview and application form is correct; you will be terminated from the service without notice/salary if the organization finds any discrepancy.

In token of your acceptance of the above terms and conditions, kindly return the copy of this letter duly signed by you.

We wish you all the best and welcome on board.

Yours sincerely,
For Ahana Hospitals LLP

Dr. Vikhram Ramasubramanian,
Chief Executive Officer

I have read and understood the above agreement. I hereby confirm the above and undertake to abide by the rules and regulations of the organization.

D. Blessy Martina Bly ..... Full Name and Signature of the Employee.

Date: 06.06.2024

AH/CI/LH/HR/V1

HUMAN RESOURCE DEPARTMENT

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Annexure-I

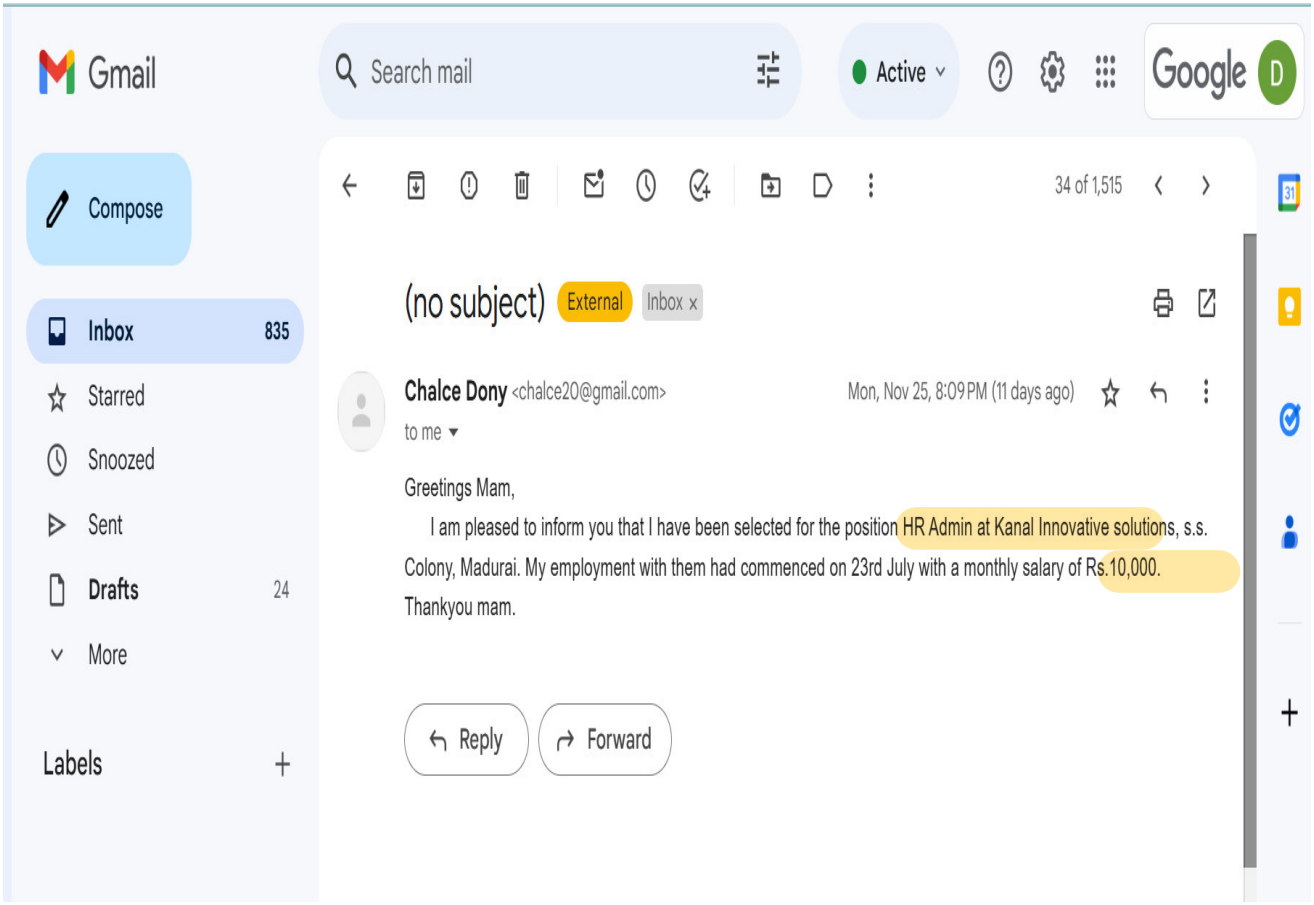
EARNINGS		DEDUCTIONS	
HEAD	**AMOUNT**	**HEAD**	**AMOUNT**
Basic	5200	PF Employee	1092
DA	3900	ESI Employee	98
H R A	3640	Professional Tax	208
Conveyance Allowance	260	Other Deduction	0
Gross (A)	13000		
PF Employer	1092		
ESI Employer	422		
Accommodation	0		
Food	0		
Mobile	0		
Transport	0		
Total (B)	1514	**Total Deduction (C)**	1398
Cost To Company (A+B)	14514	**Take home Salary (A – C)**	11602

AH/CI/LH/HR/V1

HUMAN RESOURCE DEPARTMENT

Scanned with OKEN Scanner

Charlcy Dony 2022MSW04



MEENAKSHI S

Children Charitable Trust

Govt. Reg. No. 20/2021
J.J. Act Licence No. 1588/DSD/2022
AACTC9179NF202/00/ (80G)
AACTC9179NF202/20/ (12AB)

CHILDREN CHARITABLE TRUST

ID No: CCT/CBE/38 **Enrolment date: 15.07.2024**

Ms. S. MEENAKSHI

42/82 C, Narayanasamy Kovil Street,
Ambalavanapuram,
Tirunelveli (Dt) – 627 425. Ph: 63817 69373.

Sub: Appointment Letter for the post COUNSELLOR

Agreement renewal Appointment from 1st April, 2024 to 31st March, 2025.

We are pleased to offer you an appointment as "**COUNSELLOR**", in our Home located in (Perambalur /**Coimbatore**/Chennai/Outreach) in a respective place on the following terms and conditions:

Your Probation will be for a period of Three months.

1. Your (CTC) would be (as per HR norms) and the break-up of the CTC is as follows:

A. The Candidate Must Submit any one of the Original Certificate to the Management the time of your relieving it's handed back to you.

B. In year **you will have 15 days annual leaves including 12 casual leaves**. All leave request be informed in earlier time to the management or to the responsible person.

C. The salary of the staff is confidential hence you are requested not to reveal the same to others. And **the salary will be paid by the following month within 6 days**

D. One-month prior information must for your reliving the Job

E. Be flexible in the management transfer for the arability of the organization and for its growth.

Congratulations on your appointment and enter into the family of Children Charitable Trust. Bring your knowledge to integrate with our service to promote better society. We look forward to years of fruitful cooperation and success.

For CHILDREN CHARITABLE TRUST
M. Mallika
President

Employee Signature **CHILDREN CHARITABLE TRUST**

Date:

SF.No. 190/1A1, D.No.12/17A, Green Garden Extension,
Meenakshi Nagar, Kovaipudur, Sundakkamuthur Village,
Kuniyamudhur, Coimbatore - 641 042.
E-mail : childrencharitabletrust2021@gmail.com
Web : childrencharitabletrust.org

TECHTACK

Let's make IT done



KRISHNAVENI K

ASSOCIATE

Emp. Code : TT102

E-mail : techtackmadurai@gmail.com

52, Dr Janaki Narayanan Street, SS Colony, Madurai - 625016

June 1 2024

Virthikavishali S
D/O Subramani S.P
Flat No,24 Thiruvaluvar street,
Senkundram Nagar, Thiruprankundram
Madurai - 625015, TamilNadu.

Internship Offer Letter

Dear Vishali,

We are pleased to offer you an **internship** as a **Backend Developer–Intern** with Evvi Solutions Private Limited (the "Company"). Our goal is for you to learn about the back-end development process and build your skillset to become a **Software Professional**..

This is an **unpaid internship** program and will commence from February **(June-1-2024)**. Your schedule will be approximately 48 hours per week. Your internship will conclude in approximately **4 months**. However, at the sole discretion of the Company, the duration of the internship may be extended or shortened with or without advance notice.

As an intern, you will not be a Company employee. Therefore, you will not receive or be eligible for any benefits that the Company offers its employees, including, but not limited to payroll benefits, holiday pay, vacation pay, sick leave, bonus or other discretionary allowances. You understand that participation in the internship program is not an offer of employment, and successful completion of the internship does not entitle you to employment with the Company.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

Evvi Solutions Private Limited
125/2, Pasumpon Street,Thirumangalam, Madurai-Dt,Tamil Nadu, INDIA.
+91 9900965657 hello@evvisolutions.com www.evvisolutions.com

By accepting this offer, you agree that you will follow all of the Company's policies that apply to employees and non-employee interns. The Company will take necessary legal action in case of any breach in policy, confidentiality and or privacy.

This letter constitutes the complete understanding between you and the Company regarding your internship, and may only be modified by a written agreement signed by both of us. Please indicate your acceptance of this offer with your signed copy of this along with your self-attested photocopy of your Govt ID proof, Address Proof, previous internship letters if any.

I hope that your internship with the Company will be successful and rewarding. If you have any questions, please feel free to contact your reporting manager. We look forward to connecting with you on the “start date” and offer a very warm welcome.

Yours Sincerely,

Gopinath Pandian

Acceptance:

I accept the Internship with Evvi Solutions on the terms and conditions set out in this letter.

Full Name:
Place:
Date:

Signature of the Intern:

Evvi Solutions Private Limited
125/2, Pasumpon Street,Thirumangalam, Madurai-Dt,Tamil Nadu, INDIA.
+91 9900965657 hello@evvisolutions.com www.evvisolutions.com

CLEARQUOTE

11 December 2024

Dear R Rayhana Begum,

SUB: OFFER LETTER

We are pleased to offer you an internship as an **Automotive Data Intern** at **ClearQuote Technologies India Pvt Ltd**. a company incorporated in accordance with the Companies Act, 2013, ("**Company**").

Exact Role, Responsibilities and the objectives would be provided to you when you join the Company. You agree and acknowledge that the Company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

Your monthly stipend shall be **Twelve Thousand (Rs 12,000/-)** which shall be payable pro-rata at the end of each month after deducting applicable tax and other statutory deductions at source.

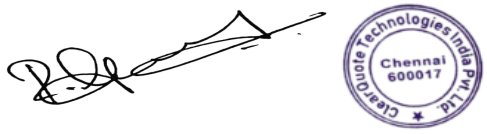
In addition, you are eligible for a cash incentive of up to **Rupees One Thousand Only (Rs 1,000/-) per month** based on the Company and your individual performance.

Duration of internship: **11 December 2024 to 11 June 2025**

As and by way of acceptance of this offer of internship on the terms and conditions set out herein, please sign this offer letter in the space provided below and email us back within 2 days from the date of this letter.

Yours faithfully,

For **ClearQuote Technologies India Pvt Ltd**



Gobinath Rajasekaran
Data Team Manager

CLEARQUOTE

Confidentiality

- I agree, that during the period of engagement, not to disclose any information relating to the operations, dealings, or affairs of the Company or clients of the Company to any third party. I also agree not to disclose any confidential information contractual or otherwise including all intellectual property rights that the Company may have to any third party.

- I hereby agree that the data obtained from the Company might be sensitive in nature (customer information, datasets etc) and I may be liable to legal action in case of inappropriate usage or sharing of such information outside of the Company without prior consent of the Company.

- I hereby agree that I shall return or delete all confidential information & data provided by the Company during the course of the employment when requested by the Company

Patents, Discoveries

During the term of engagement, as one of the conditions of my engagement and as a part of the consideration for payment of my consolidated salary and other benefits, I hereby agree that, if I discover or invent anything that may be used by the Company or any of its affiliates in any part of their activities (whether or not patentable), such discovery or invention shall be property of the Company, and at the request of the Company, I shall forthwith assign to the Company, full and exclusive rights to any discovery or invention or to any patent for the full term thereof (including renewals).

Termination

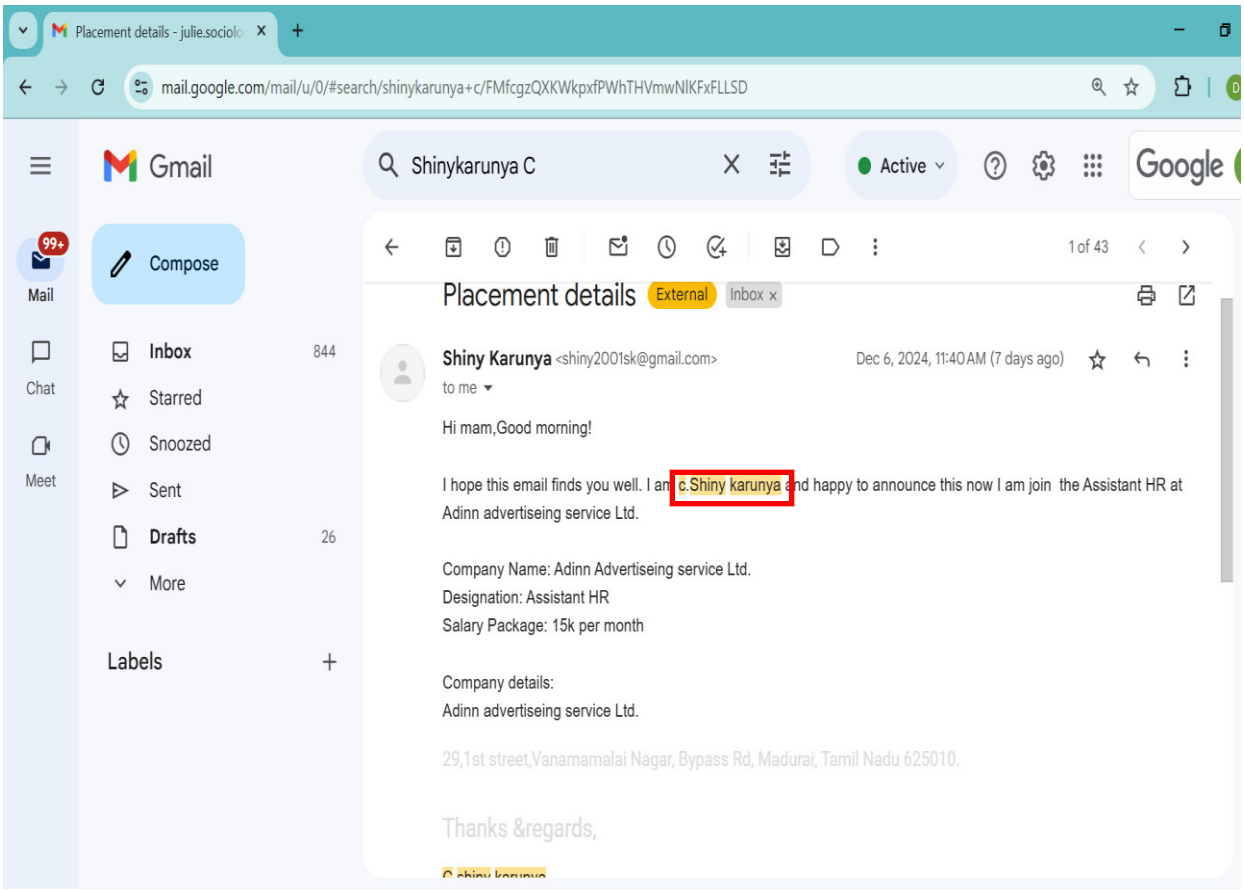
The Company and Intern are entitled to terminate the engagement by providing 30 days written notice. In the event of gross misconduct, or continued underperformance of the Intern (after a review has been formally communicated to the Intern), the Company reserves the right to terminate the engagement without notice or any pay in-lieu of notice.

Agreed & Accepted:

I have read the terms and conditions set out above and fully understand the same. In accepting internship with the Company, I undertake to conform to the terms and conditions set out above as well as other Company policies, procedures, instructions, etc, as may be communicated to me from time to time.

R Rayhana Begum
PLACE: MADURAI
DATE:

Shiny Karunya C - 2022MSW17



Reliance
Projects & Property Management Services Limited

Ref No. HR/MAY/24/K1/60779742/1001645522 **Date: 28.05.2024**

Keerthi M
38,INDHRA NAGAR,K SALAI
Tamil Nadu,India
625018

Offer-cum-Appointment Letter

Dear Keerthi,

This is with reference to your application and subsequent Test and Interviews you had with us.
We are pleased to offer you an appointment as **Customer Service Associate** in the employment of the company subject to your joining on or before **28.05.2024**. The offer shall automatically lapse if you do not join.
Reliance Projects & Property Management Services Ltd is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **Customer Service Associate** in Grade **K1** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.
You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 138000/- per annum** as below:

	Rs. per month
Basic	6500
HRA	5000
Conveyance Allowance	
Monthly Gross	11500
Annual Gross	138000

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.
Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.
The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.
Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.
Please note the documents to be submitted on your date of joining as part of joining compliance.
We wish you a long successful association with us.

Yours faithfully,
For **Reliance Projects & Property Management Services Ltd**



Authorised Signatory

Signature of the Employee:
Encl: Terms and Conditions of Employment - **Annexure - I**

Staunch Jobs
311,1st Floor
9th extension
Gandhipuram
Coimbatore

OFFER LETTER

24/06/2024

Dhaarmini

Madurai- 625011

Dear Dhaarmini,

Further to your application and subsequent interview you had with us, we are pleased to offer you the position of **Executive –Talent Acquision at** Madurai.

1. Your compensation will be **Rs 1,38,000 Per Annum,** A detailed letter specifying terms and conditions of employment will be issued to you on your date of joining, which should not be later than **24/06/2024**
2. You are requested to submit the following documents at the date of joining to process your Appointment letter. The documents required are as follows,

   2.1 Each One Copies of educational documents and photo copies of all educational qualifications as stated in the CV / Resume.

   2.2 Previous Employment Letter and Experience Letter.

   2.3 BankAccountProofsand3 Passport size Photographs

   2.4 Permanent Address proof.

3. You have to sign a Non-Disclosure Agreement and Non-Compete Agreement at the time of Joining.
4. Your offer will be nullified, if information furnished by you is incorrect.
5. Your basic responsibility is handle the "End to End Recruitment"
6. You would be eligible for additional amount of Bonus and other Variables and etc,based on your *Monthly/Quarterly/ Yearly* performance.
7. To claim the Retention Bonus, you must have 85% in your overall attendance and must cross60% in your overall Target.

8. First3 Months will be Training period, based on your performance during the Training Period Company will increase or decrease your training period for your own good.
9. Employee will be terminated from the system, if they are identified as a poor performer and lack of intent and attitude to deliver the Business.
10. Employee will be terminated from the system if they are poor in Attendance.
11. In case of uninformed leave, if you fail to resume back in 3 days, you will be terminated with or without notice. Company has every right to terminate your service if we determine that your attitude or behavior is in violation of Company policy or management.
12. Employee will not get any Bonus/Variables during their notice period.
13. The notice period may vary from 0 days to180days, based on their performance and position in the organization.
14. You are responsible to take care of your asserts (Laptop, Mobile and etc.) in office premises and company will not liable for any of your losses.
15. In Training period If you discontinued or company is terminating you means salary will not given by company, you have to refund the salary paid to you
16. You may be allowed to *Work from Home* based on need of the company.
17. Monthly All Sundays and1 Saturday will be holidays.
18. Salary Date will be on or before of 10th During Training, Post training will be on or before of 5th.
19. Working Hours: -9:30 AM to 6:45PM.
20. Employees who have worked for the company for at least one year will only receive a certificate/documentation of their experience from the company.

    If you take leave on Monday or week starting date you will be consider as 3 days leave

For STAUNCH JOBS



L-Cube Innovative Solutions Pvt. Ltd.,
1148,I Block ,VI Avenue,
Anna Nagar West,Chennai-600 040

Salary Slip

August 2024

Name	Niroshini	**Designation**	DEO
DOJ	27.07.2024	**PF No**	MD/MDU/2642808000/163

Salary Details

Net Payables			**Less Deductions**		
Basic Salary	*Rs .*	10,600.00	*P.F*	*Rs .*	1,272.00
HRA	*Rs .*	0.00	*E.S.I*	*Rs .*	80.00
Project Allowance	*Rs .*	0.00	*Profession Tax*	*Rs .*	
Executive Allowance	*Rs .*	0.00	*Income Tax*	*Rs .*	0.00
			Advance	*Rs .*	
			Others	*Rs .*	
Net Paid				*Rs .*	*9248.00*

Leave Details	*Casual Leave*	*Earned Leave*	*Special Leave*
Total Available Limit	*12*	10	0
Total Availed	0	0	0
Net Leave Available	12	10	0

Project Manager

DELHI WORLD PUBLIC SCHOOL
PARAVAI, MADURAI

LETTER OF ACKNOWLEDGEMENT

Dear M. SUBHALAKSHMI

Date: 05/12/2024

We hereby acknowledge the receipt of your original documents as an acceptance of the job offer provided by Delhi World Public School, dated . We appreciate your promptness in submitting the documents.

The documents received are as follows:

1. 10th mark sheet
2. 11th Mark sheet
3. 12th Mark sheet
4. UG overall mark sheet

* Copy of Aadhar
* Relieving order from previous company
* Copy of passport
* Graduation Certificate original
* Professional / Degree Certificate
* Secondary School Certificate

Others

* Passport size photo
* Identity proof
* Last 3 month's payslip

We thank you for trusting us with your valued certificates.

We ensure you that your valued certificates are secure with us and shall be returned to you once the exit formalities are completed.

Checked Total (4)

5/12/24

Signature of the School Authority

MP subha

Signature of the Candidate

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EXAMS DAILY

OFFER & APPOINTMENT LETTER

Date : 07 Oct 2024

DearMs. A.Ashika,

We are pleased to offer you a position as a **TELE COUNSELOR** in our company. We are sure that Examsdaily can provide you with a very satisfying and challenging work environment along with a very successful growth plan.

Your starting Annual CTC including all benefits will be Rs. 1,20,000/-. Your first day employment would be on or before Oct 13, 2024. Offer not accepted within 7 days of receipts is liable to last at the discretion of the company.

You will be on probation for a period of 6 months. The company may waive, reduce or extend your probation period at its discretion. You are deemed to the successfully completed your probation period only after the company has informed you in writing. Besided, you shall be covered under the Group Mediclaim Policy & Personal Accident Policy Clusters for which you can get details from the Human Recourses Department.

One month Prior Notice is needed for reliving or truncation from the service. We look forward to a long and successful association together towards success.

Cordially,

For Examsdaily

Praba .S

Authorized Signatory

Agree and Accepted : I accept your offer as outlined in this letter, including any subsequent revisions and I will be available to begin work at Examsdaily , I understand that this offer is contingent upon successful completion of reference checks and a background check if required.

MED/HR/OFFL/100923/0001

Penguin Apparels (P) Ltd



Emp ID No.	:	29240038
Name	:	NIVETHA N
Department	:	Export
Designation	:	Export Assistant
Blood Group	:	O +ve

STAFF

Deloitte.

Priyanka P



Intern

EXAMS DAILY

OFFER LETTER & APPOINTMENT ORDER

Date 25.07.2024

Dear **ANNUSUYA DEVI M.S** ,

We are pleased to offer you a position as a **Content writer - Tamil** in our company. We are sure that Mathy Examsdaily Pvt Ltd can provide you with a very satisfying and challenging work environment along with a very successful growth plan.

Your starting Annual CTC including all benefits will be **Rs. 1,20,000**.

Your first day employment would be on **Jul 15th, 2024**. Offer not accepted within 7 days of receipt is liable to last at the discretion of the Company.

You will be on probation for a period of 6 months. The company may waive, reduce or extend your probation period at its discretion. You are deemed to have successfully completed your probation period only after the company has informed you in writing.

One months prior notice is needed for relieving or truncation from the service. We look forward to a long and successful association together towards success.

For Mathy Examsdaily Private Limited,

Janani V

Head - Human Resources

Agreed and Accepted: I accept your offer as outlined in this letter, including any subsequent revisions and I will be available to begin work at Examsdaily. I understand that this offer is contingent upon successful completion of reference checks and a background check if required.

AMUTHAVALLI M

Techmango Technology Services Private Limited

techmango®

Corporate Office :
31, 3rd Floor, Town Hall Road, Madural - 625 001.
Phone : 91 + 452 - 2341899 Mobile : 98421 75251.
Web: www.techmango.net E-mail: business@techmango.net
CIN : U72900TN2014PTC098333

Date:01.07.2024

Dear Amutha Valli M,

We are pleased to offer you as a **"Internship"** in our Company. We are sure that **Techmango** can provide you a very satisfying and challenging work environment along with a very successful growth path.

Your Monthly Stipend will be Rs.**10,000 Per Month**

Your first day of employment would be on or before **July 01st, 2024.** Offer not accepted within 7 days of receipt is liable to lapse at the discretion of the Company.

By signing below, you not only accept the terms and conditions of this offer, but also represent to the Company that you are under no obligation or agreement that would legally prevent you from becoming an employee of **Techmango** or adversely impact your ability to perform the expected services. Thirty Days prior notice is needed for relieving or truncation from the service. We look forward to a long and successful association together towards success.

In case of any further queries regarding this offer, please feel free to contact me on 99449 60002.

For Techmango Technology Services Private Limited

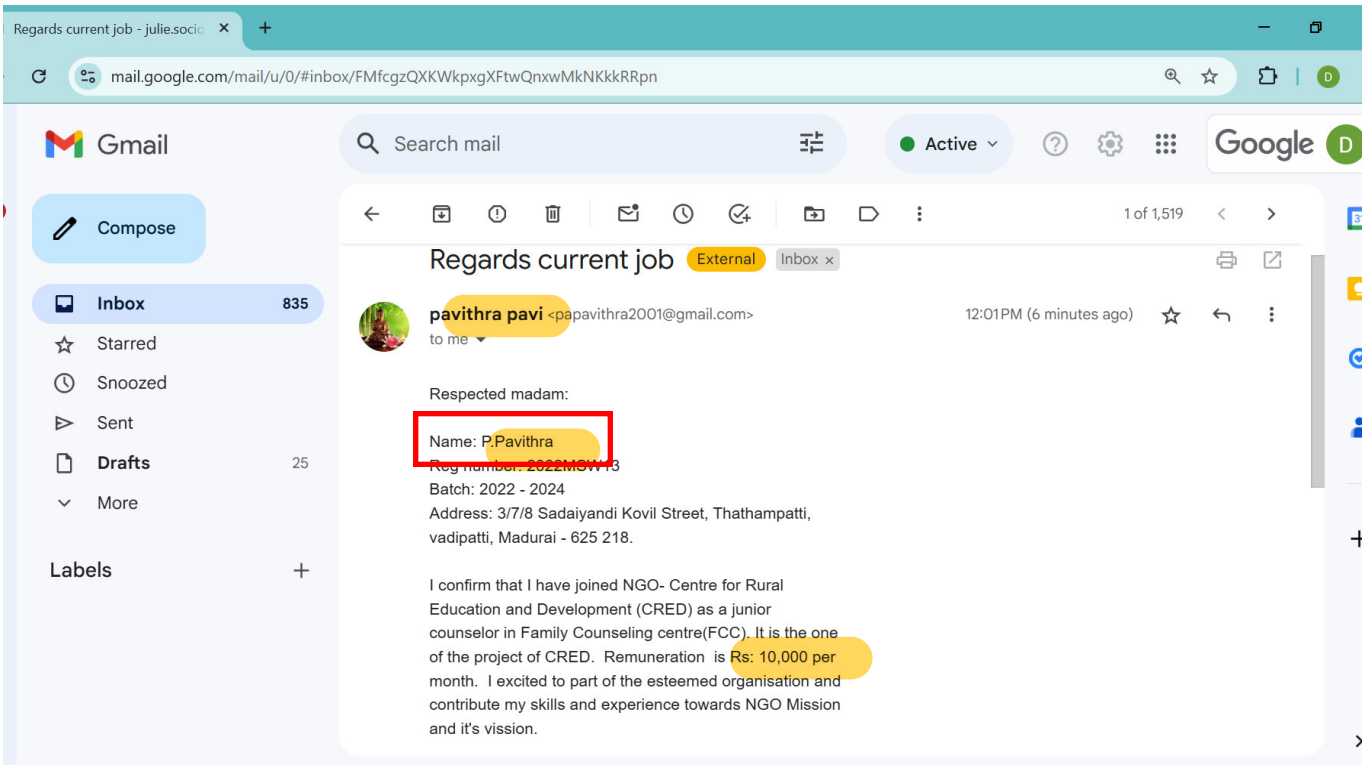
Yasar Arafath.J
Head - People Practice

Agreed and Accepted: I accept your offer as outlined in this letter, including any subsequent revisions and I will be available to begin work at Techmango. I understand that this offer is contingent upon successful completion of reference checks and a background check if required.

Name: M. Amutha Valli
Signature: M. Amutha
Date: 08/04/2024

TM/HR/Intern/01072024/001

P.Pavithra 2022MSW13



LOGIC

PLOGIC TECHNOLOGIES PVT L



ABIGAYEL V

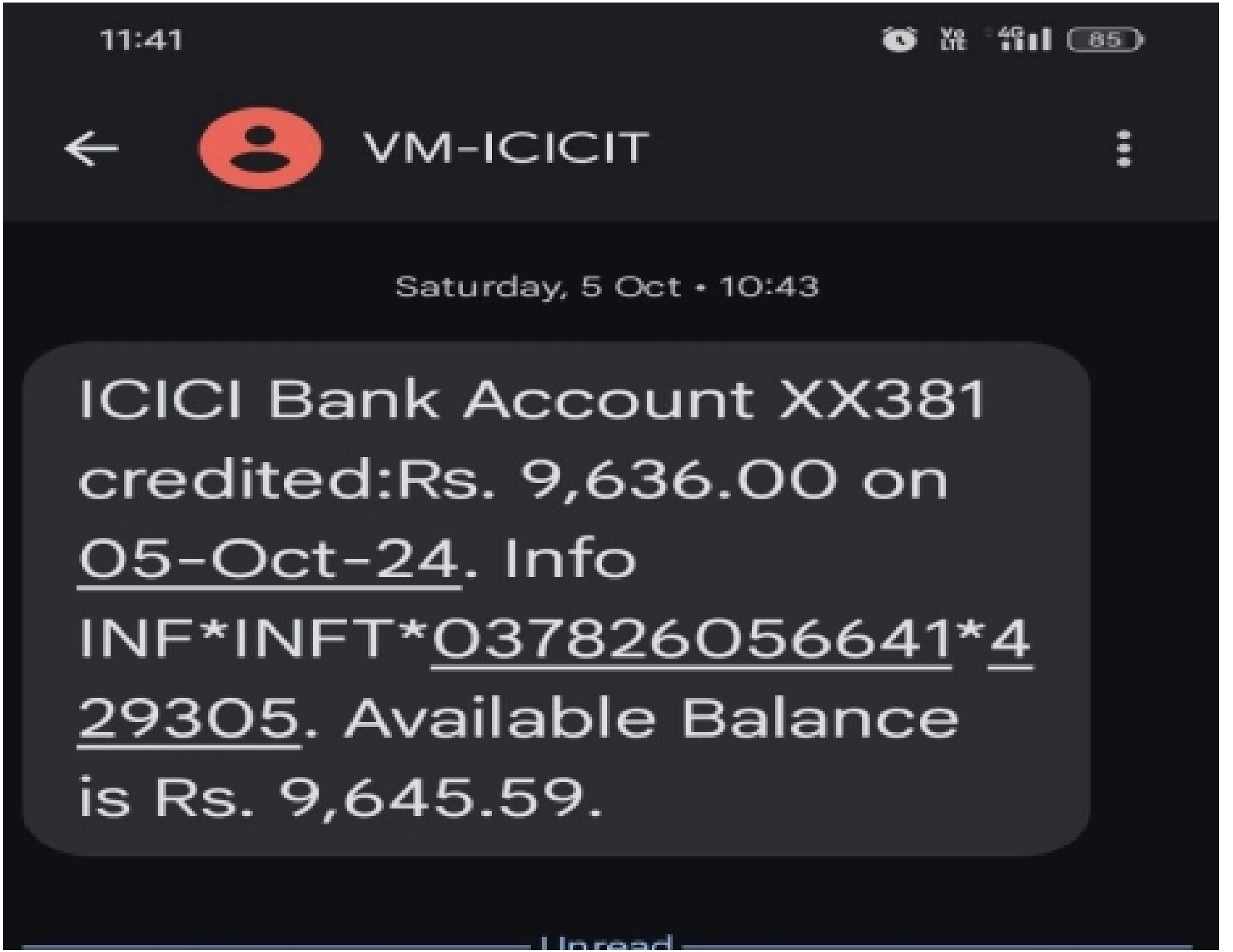
TRAINEE CONTENT WRITER

STAFF CODE: UPLOC 203

Uplogic Technologies Pvt Ltd,
No-61, Varsabari Complex,
Bypass Road, Madurai - 625 016.

P: 0452 - 4295595

www.uplogictech.com


11:41
VM-ICICIT
Saturday, 5 Oct • 10:43
ICICI Bank Account XX381 credited:Rs. 9,636.00 on 05-Oct-24. Info INF*INFT*037826056641*429305. Available Balance is Rs. 9,645.59.
Unread

✆ 0452 - 2535613, 2533751

AMBIGA COLLEGE OF ARTS AND SCIENCE FOR WOMEN

(Affiliated to Madurai Kamaraj University)

AMBIGA CAMPUS, ANNA NAGAR, MADURAI - 625 020.

(Estd. under Dr. S. Solamalai Thevar - Pappathi Ammal Educational Trust.)

Date : 13-12-2024

BONAFIDE CERTIFICATE

This is to certify that, Ms. P.Sindhu has been employed with Ambiga College of Arts and Science for Women, Anna Nagar Madurai and is currently working as an Assistant Professor in the Department of English for the academic year 2024 – 2025. We hereby certify that she is a bonafide employee of our institution.

13/12/2024

PRINCIPAL

Principal
Ambiga College of Arts and Science For Woman
Anna Nagar, Madurai-625 202

JAGUAR SPORTS WEAR

GST : 33AGMPV2466K1ZU

cell - 7598225790

Manufacturers in all kind of sportswear.

FACTORY : 33/1, Anna main street, Pastian nagar 4th street, RK Rajan complex,2nd floor, Bethaniapuram, Opp Guru theatre, Madurai – 625016

DATE: 20-11-2024

BONAFIDE CERTIFICATE

This is to certify that MS Dharshini ,residing at Madurai Has been Working at M/s Jaguar Sports Wear,Since 2024,She is a Bonafide Employee of and is Currently Working In the Position Of Computer Operator.

K. VENKATACHALAPATHY

(PROPRIETOR)

For JAGUAR SPORTSWEAR

PROPRIETOR

INFINX SERVICES PVT. LTD.
(Earlier known as Tandon Information Solutions Pvt. Ltd.)
CIN NO.: U30000MH1996PTC099112
Unit 1, SDF-1, SEEPZ-SEZ, Andheri (E), Mumbai-400096
Tel: +91-22-4036 3000. Fax: +91-22-2829 0313.

Date: August 18, 2024

To,

Ms Swetha V.
Mandhaiamman Kovil Street,
Uranikarai Sikkandhar Savadi,
Madurai, Tamil Nadu, 625018.

Dear Swetha V,

We are pleased to provide you with a Provisional Offer for the position of " **Trainee**" at **Infinx Services Private Limited** (the Company), following your recent application and interview with us.

Please note that this offer is contingent upon the following conditions:

1. Successful completion of the initial training period and assessment.
2. Clearance of your background verification.
3. Eligibility as per the Apprentice Act.

Please be aware that this provisional offer will be considered null and void if the above conditions are not met.

Pre-Hire Training Details:

- Venue: Thiagarajar College, #139, Near Teppakulam, NH85, Madurai 625 015, Tamil Nadu
- Time: 9:00 AM – 6:00 PM (Monday to Friday)
- Duration: August 19, 2024 – October 11, 2024

"Upon successfully completing the training period, you will receive a joining bonus of INR 15,000, which will be included with your first salary after you join."

Your primary base location will be the **INFINX Office**; however, the initial training will be conducted at **Thiagarajar College**.

As a " **Trainee**," you will be responsible for fulfilling all duties and responsibilities assigned to you.

Upon successful completion of the training, assessment, and fulfillment of the Apprentice enrollment criteria, you will be formally enrolled as an "**Apprentice**" under **the Apprentices Act, 1961**.

To accept this offer, please sign and return a copy of this letter. Additionally, you will be expected to adhere to all Company Policies as outlined during your training.

Congratulations, and we look forward to welcoming you to the team!

Sincerely,

Best Regards,

For Infinx Services Private Limited.



Dipti Gonasagi
Manager – HR

Rev. Dr. A.ANTONYSAMY, S.J.
M.Sc., Ph.D.,
Secretary



ARUL ANANDAR COLLEGE
(AUTONOMOUS)
Karumathur - 625 514.
Madurai Dt. Tamil Nadu.

APPOINTMENT ORDER

You are appointed Assistant Professor (Management) in the **Department of Computer Science and Applications** (Self-Financed Course) as a substitute with effect from **05.09.2024**. The appointment is on a temporary and you are subject to all terms and conditions of service under the management category governed by the Jesuit Management of Arul Anandar College.

You will be given a salary of consolidated pay till the last working day of the academic year 2024-2025.

05.09.2024



SECRETARY

To
Ms. A. S. JANANI
Assistant Professor
Department of Computer Sci. & Appli.
Arul Anandar College
Karumathur, Madurai.

I have perused the Terms & Conditions of Employment.
I accept and undertake to abide by the same.

(A. S. JANANI)

Received
05/09/2024

Mobile: 78452 15901
Email: antonysamy.fr@gmail.com, Website: www.aactni.edu.in

KAIRAA
TECHSERVE PVT.LTD

+91 7092 77 89 77
+91 7092 77 11 55
info@kairaa.in
www.kairaa.in

Date :29/10/2024

Dear Srija P

Greetings!

Sub: Offer & Appointment – Front Desk Executive

Congratulations! Based on your application for employment in **KAIRAA TECH SERVE PRIVATE LIMITED**and the interview you attended with us on 20/10/2024, we are pleased to offer you a position as **Front Desk Executive** in our company.

Your appointment as **Front Desk Executive** will commence on 04/11/2024 and you will be on probation for a period of 3 months following your appointment.

Job Location: Madurai

However, you may be transferred due to organizational requirements.

Salary: Your monthly salary is Rs 8,000 (Eight Thousand).

Working Hours: Working days generally start on Monday and end on Saturday. The Working hours of yourprofile are 9 AM to 6 PM.

Terms and Conditions

- **If you plan to leave the company, please provide at least two months' notice.**
- **The company also reserves the right to end your employment with one month's notice.**
- **In cases of resignation without notice, one month's salary will be deducted.**
- **Additionally, employees are eligible for a 10% annual raise based on performance.**

We warmly welcome you to the KAIRAA TECH SERVE family and wish you a successful career with us.

Warm Regards,

Ms. SNEKA M

MD & Operation Head.

#10, Easwari Nagar, Gowrivakkam, Chennai,
Tamilnadu - 600 073, India

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Rashika M

I 12753

Blood Group : A+ve

SBL

Success through Partnership

SBL KNOWLEDGE SERVICES PRIVATE LTD.,

1st Floor, ELCOT IT Park, SEZ, Illanthaikulam - 625020, Madurai, India

Mob:73068 23502, Email: info@sblcorp.com

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Offer: Computer Consultancy Ref: TCSL/DT20234264257/Chennai Date: 16/09/2024

Ms. Renuga Devi
33Singampidari Kovil Street,
Theekathri,
Madurai-
625018, Tamil
Nadu. Tel# -

Dear Renuga Devi,

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, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course 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.

BOUQUET OF BENEFITS (BoB)
Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB

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

உ

திருமலையான் ஆட்டோ பைனான்ஸ்

18-D/2, லட்சுமி காம்ப்ளக்ஸ், கோ-ஆப் டெக்ஸ் காலனி,
தேனி மெயின் ரோடு, மீனாட்சிபுரம், மதுரை-16.
போன் : 2385003 செல் : 97877 33146

Date : 6.11.2024

மதிப்பிற்குரிய ஐயா, மதிப்பு மேலாளர் அவர்களுக்கு வணக்கம். நான் என்பவரின் மகள் [redacted] என்பவர் கற்பொழுது எங்களது நிதி நிறுவனத்தில் பணிபுரிகிறார் என்பதை தெரிவித்துக் கொள்கிறேன்.

For THIRUMALAIYAN AUTO FINANCE

Managing Partner

KAMAKSHI PANDARINATHAN TRUST

R. No: 247/2004

No: 4/385, MAHARAJA NAGAR, OPP. COLECTOR OFFICE, DINDIGUL-624 004.

Founder: P.PAULRAJ, BA., CAIIB — Managing Trustee: P.SUGUMAR, BOT., MOT., Msc (Psy)

Mob: 92451 14072 — Mob: 95145 07000

Web: www.kamakshipandarinathantrust.org E-mail- kptrust2004@gmail.com

Date:25/05/2024

To,

V.Catherin Bowsiya
D/o. M.Vincent Arockiasamy,
1/129, Thiru Irudhaya Aandavar street,
N.Panjampatty,
Dindigul-624303.

Dear Sir/Madam,

APPOINTMENT ORDER

THE BOARD OF TRUSTEES OF KAMAKSHI PANDARINATHAN TRUST, in their Meeting Held on 26/05/2024 have decided to appoint you as **Social Worker** of KPT-BLISS A Psychosocial Rehabilitation Centre, @ Modern Nagar, Oil Mill Stop, Dindigul -624 001, as per theTerms and Conditions prescribed below:- Our Trust Wishes you a very BRIGHT FUTURE in the days To come.

Best Wishes,
For KPT BLISS
25/05/2024
Managing Director

TERMS AND CONDITIONS:

1. You are required to adhere to the Duty Norms Strictly Between 9.00 AM. To 5.00 P.M.
2. Whenever you want to leave the centre due to Emergency at your home you can allocate the work with other duty- staff.
3. Your duties and responsibilities will be enumerated at the time of joining duty. However you may have to perform your duties diligently.
4. Your CONSOLIDATED PAY is Rs.8,000/-(Rupees Eight Thousand only) per month.which may be increased After your satisfactory PERFORMANCE as well as considering the growth of the CENTRE after six months.
5. Other terms and conditions which may be set out by the Trust, whenever needed..
6. One month's prior notice is necessary for leaving the Services of the trust.
7. The Trust has every Right to remove your services at any point of time when your service is unsatisfactory.

Kamakshi Pandarinathan Trust • Dindigul • Reg. No 247/2004

winways

Hemapriya S

Software Trainee



Address:

174, Fatima College Opposite,
Ashok Nagar 5th Street,
Madurai – 625018

Blood Group : O+

D.O.B : 25/02/2002

Mobile : +91-6380163615

Alternate No : +91- 8150960810

Email : hemapriya2002@gmail.com

Office Address :

No-34C, Hakkim Ajmal Khan Road,
Oomma Chekkalugam,
Madurai – 625002.
Email : info@winways.co.in
Phone : +91- 452 - 4248222

Authorized Signature

winways
Technologies Private Limited

Dharshini K

Software Trainee



Address:

Plot No.9, Porkalam Nagar,
Kovalan Nagar Extension Area,
Madurai - 625003

Blood Group : B^+

D.O.B : 08/05/2002

Mobile : +91- 8428854265

Alternate No. : +91- 9688912452

Email : dharshinik0805@gmail.com

Office Address :

No-34C, Hakkim Ajmal Khan Road,
Chinna Chokkikulam,
Madurai - 625002.
Email : info@winways.co.in
Phone : +91- 452 - 4246222

Authorized Signature



SRI RAMANA MAHARISHI
MATRICULATION SCHOOL
27, APPATHURAI NAGAR
KOODAL NAGAR, MADURAI - 18



P.AKSHAYA DEVI
MATHS ASST.TEACHER

D.O.B : 04.10.2000 B.G : B+
FATHER: B.PANDIYARAJAN
ADD : 2-6-39/3, SARAVANABHAVA BUILDING ,
SANGEETH NAGAR 3rd ST,
KOODAL NAGAR
MADURAI - 18.
CELL : 6381776851

SCHOOL NO : 0452 2662323
2024 - 2025

PRINCIPAL

ATTHARVA SCHOOL



M.SHAHIN FATHIMA

TEACHER

No.15 Jai Nagar, Subashini Nagar 2nd North,
Surya Nagar, Madurai-625007
95979 85358, 95665 35696
Attharva2012@gmail.com