(Promoble Penerce
-Need Aroning on Tradgments)

2/6 coackin

	DRN/HR/IEF-FMT/002
	DRN DEFINITE SOLUTIONS PRIVATE LIMITED
DAN	Pre Interview Form
Name:	SATHISH. R
DOB:	09/04/1994 dd/mm/yyyy
Address:	23, workeman Quatress,
	Bhamisagar, Sathyanangalo
Contact No:	7965460641
	Sathishes7770gmail-com
Email ID:	Sathshastiraginalican
Total Experience:	Year 6 Months
Total Experience.	The United
Relevant Experience:	Year 6 Months
·	
Previous Company 1:	visionelsystems, PH. L+D cbe
Previous Company 2:	
Reason for leaving prev	ious Company
/ /	ous company.
Not Salis	and with the last pippiaise
Current Package:	INR 13,000/most
J	(10)
Expected Package:	INR 20,000 /month
Typing Skills:	Speed: 25 Accuracy 100
Reference 1 (Official)	Reference 2 (Personal)
	·

-> Bit Hedrick proof Pinjal

Genjal Nichth

RESUME



SATHISH.R

23, Workman Quatres, Bhavanisagar, Sathyamangalam, Erode-Dt.

Phone: +91 99654 60641

Email: sathishcs777@gmail.com

OBJECTIVE

To associate with a progressive organization that gives me scope to update my knowledge and skills in accordance with the latest trends and be a part of team that dynamically works towards the growth of organization and gains satisfaction thereof.

ACADEMIC PROFILE				
Course	Institution	University/Board	Year of passing	Percentage
B.sc-cs	Dr.Sns Rajalakshmi College Of Arts And Science (Autonomous), Coimbatore.	Bharathiyar University, Coimbatore.	2015	. 72
+2	Govt.hr.sec School, Doddampalayam.	State Board	2011	62
S.S.L.C.	Govt.hr.sec School, Bhavanisagar.	State Board	2009	76

TECHNICAL SKILLS

Platform

: Windows 7, 2000 & XP, Linux

Languages

: Basics of Visual Basic.Net, PHP, HTML, Adobe Flash,

Photoshop, Ms-Office

	Search Test Details
rder Number	289395
tate	Florida
County	Dival
Borrower Name	Mangel Para and Mangel Lahnie 8077 Shady Chan Rd, Jacken Ma,
Property Address	8077 Shady Crose Rd, Jacken la,
In House Search Results	
In House Timings	3:59 m's
In House Completed by	Hima
Source	Coline (Notestite)
Start Time	3:57 pr
End Time	5.30 ph
Search Results	1) Mindel 3 Town heater.
Feedback	1) Planted > The grant



		TITLE SEARCH TEST
Date	:	C2 /06/2017 Duration: 30 Minutes
Nam	e :	2. Sathish
4	L. \	What is Title Insurance? 11/Swed the Property to get local or Secured
0	`	7-2014-5C
2	2.	What is Plant Date/Effective Date? What is Plant Date/Effective Date? What is Plant Date/Effective Date? And is a document or proposed date
		Effective late is Seconnent cure, Signed to that Seconnent will effective that fine of late,
3	3.	List down the information that should be verified from the Property Assessor to startup a
		Search? State
		cocuty
		Approval sound
i		What are the different criteria to do Placerch in New York State?
4	1.	What are the different criteria to do PI search in New York State?
		what are the different criteria to do Pi search in New York State!
		notated assignment and amother decounted
į	5.	Which is the Good Point of Title to start a current owner Search:
l		a. Quit Claim Deed b. Full Value Deed c. Deed d. Warranty Deed
(5.	What are the information needs to be verified to determine a Deed as a Full Value Deed?
		What are the information needs to be verified to determine a Deed as a Full value Deed? * Conveyonce Section 100 / Secrety of Andrew of the
		* Historical the title at consider stops for inde
	7.	What is 24 month chain of title?
		That is the convent vesting curen
		I the look should be growder name to
		to before 24 months for carry
		That is the convent vesting curent of the Local, should be Droude name to search with before 24 months to any search with before 24 months to be.

15. What are the differences between Judicial Foreclosure and Non-Judicial Foreclosure? * The CULIER will be approach the Country with the Co
16. Judgment needs to be searched in court for PA state.
PSRP Publication and County County.
igcup 17. How do you proceed with the Judgment search for the below Scenarios in 2 owner search:
b. Current Owner deed in 2005 and Prior Owner deed in 2010
c. Current Owner deed in 2005 and Prior Owner deed in 2000
18. In a Current Owner search order, if the Full Value Deed is in 2012, from which year do you consider the Judgments on the current owner? The Fundamental country considers from the current owner?
19. What is the validity for below mentioned liens? Medical Lien Code Enforcement Lien HOA Lien State Tax Lien - 10 / 000000000000000000000000000000000
20. Why should we run update/date downs? The Borcocci can get a local information The Borne downsert found or next the Same Local can be desired a local information Local can be desired a local information Local can be desired a local information Local can be desired a local can be desired a local can be desired as a local can be desire
clarificand whentifi from any

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VISIONET SYSTEMS PVT LTD

#AMR Tech Park, Ground Floor, # 23 & 24, Hosur Main Road, Bangaldre

Pay Slip for the month of Apr/2017

Ref ID

C4446

Employee Name: Sathish R

PF. No.

BG/BNG/0042588/4411

ESI No.

5605960933

Pay days

Present Days

19

DOJ

11/11/2015

Designation

Associate Coimbatore-VSPL

Department

Title

Branch

Bank A/c

615201536289

Mode of Pay

ICICI BANK

ON NAU

10071	6933555

10071	6933555
10071	0933333

Earnings	Salary rate	Amount	Deductions	Amount
BASIC HRA Conveyance Medical Al Spl All Nightshift Weekend Al ICP Incent	3,500.00 1,400.00 1,600.00 1,250.00 1,662.00	3,500.00 1,400.00 1,600.00 1,250.00 1,662.00 500.00 800.00 400.00	PF ESI	420.00 194.00
Total	9,412.00	11,112.00	Total	614.00

Net Pay

10,498.00

In Words

Rupees Ten Thousand Four Hundred Ninety Eight Only

Signature

Cl. Bal

Op. Bal EMI/Rct.

Leave Type	Op. Bal	Alloted	Availed	Cl. Bal
со	2	0	0	2
EL	8.17	2	0	10.17
wo			10	,,

This is a Computer gene	erated Pavslip.Hence no	signature is required
* Itils is a Computer gen	racea rayshphrenes he	,

Advance

Taken

VISIONET SYSTEMS PVT. LTD.

#AMR Tech Park, Ground Floor, # 23 & 24, Hosur Main Road, Bangalore Pay Slip for the month of May/2017

Ref ID

C4446

Employee Name: Sathish R

PF. No.

BG/BNG/0042588/4411

ESI No.

5605960933

Pay days

Present Days

19

DOJ

11/11/2015

Designation

Associate

Department

Title

Branch

Coimbatore-VSPL

Bank A/c

615201536289

Μ

ICICI BANK

UAN NO

100716933555

Mode o	f Pay	,
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Earnings	Salary rate	Amount	Deductions	Amount
BASIC	3,500.00	3,500.00	PF	420.00
HRA	1,750.00	1,750.00	ESI	229.00
Conveyance	1,600.00	1,600.00		
Medical Al	162.00	162.00		
Nightshift		2,000.00		
ICP Incent		1,700.00		
Trans allo	2,400.00	2,400.00		
Total	9,412.00	13,112.00	Total	649.00

Net Pay

12,463.00

In Words

Rupees Twelve Thousand Four Hundred Sixty Three Only

Signature

Ci. Bal

Op. Bal EMI/Rct.

Taken

Leave Type	Op. Bal	Alloted	Availed	Cl. Bal	Advance
со	2	0	0	2	
EL	10.17	2	3	9.17	
wo			8		

^{*}This is a Computer generated Payslip.Hence no signature is required*

அரசுத் தேர்வுகள் துறை, சென்னை - 600 006. DEPARTMENT OF GOVERNMENT EXAMINATIONS, CHENNAI - 600 008.

மேனிலைப் பள்ளிக் கல்விச் சான்றிதழ்

HIGHER SECONDARY COURSE CERTIFICATE

பொதுக்கல்வி / GENERAL EDUCATION

தமிழ்நாடு அரசின் அதிகாரத்திற்கு உட்பட்டு வழங்கப்படுகிறது ISSUED UNDER THE AUTHORITY OF THE GOVERNMENT OF TAMIL NADU

MAR. 2011 தேர்வர் SATHISH R மேனிலைப் பள்ளிக் கல்விப் பொதுத் தேர்வெழுதிக் கீழ்க்காணும் மதிப்பெண்களைப் பெற்றுள்ளார் என்று சான்றளிக்கப்படுகிறது.

Certified that the above mentioned candidate appeared for the Higher Secondary Public Examination and obtained the following marks:

THE THE THE TABLE OF TAB	50	PRAC.	பெற்ற மதிப்பெண்கள் 200க்கு MARKS OBTAINED FOR 200
TAMIL ENGLISH		general and Alexander	158 ONE FIVE EIGHT 124 ONE TWO FOUR
CHEMISTRY	71	050 050 050	104 ONE ZERO FOUR 121 ONE TWO ONE 142 ONE FOUR TWO 097 ZERO NINE SEVEN

	g a global and growing are I grown to hand throw I have, or Alexan all Management () and the same			Andrew Comment of the	the same consequences of the same of the s
மொத்த மதிப்பெண்கள்	0746	ZERO	SEVEN	FOUR	SIX
TOTAL MARKS பிறந்த நாள் / DATE OF BIRTH	பதிவெண் / RE	GISTER NO). ு.அ.ப.	குறியீட்டெ	_ண் & நாள் / TMR CODE NO. & DATE
09.04.94	3437		150 (180) 1 P. S. S. C. C. C. P. P. S.	Addition to the second	1 09 05 11
ப்யிற்று மொழி / MEDIUM TAMIL	/ OF INSTRUCT	lox 		்பாடத்	தொகுப்பு எண் / GROUP CODE 1 O 3
	يد م	THE FRAN	AE WE THE S	:CHOOI	

ு புள்ளியின்மெய்ர் / NAME OF THE SCHOOL

GOVT HSS DODDAMPALAYAM

தேர்ச்சிக்கான குறும் அளவு: ஒவ்வொரு பாடத்திலும் 200க்கு 70 மதிப்பெண்கள் பெறவேண்டும். இது பகுதி முறையில் தோவெழுதித் தோச்சி பெறுவதற்கும் பொருந்தும். கருத்தியல் மற்றும் செய்முறைத் தோவுகள் கொண்ட பாடங்களில் தேர்ச்சி பெற கருத்தியல் தோவில் 150க்குக் குறும அளவு 30 மதிப்பெண்களும். செய்முறைத் தோவில் 50க்குக் குறும் அளவு 40 மதிப்பெண்களும் பெறவேண்டும்.

MINIMUM FOR A PASS: 70 MARKS OUT OF 200 IN EACH SUBJECT. THIS INCLUDES PASSING UNDER THE COMPARTMENTAL SYSTEM ALSO. FOR THE SUBJECTS CONSISTING OF THEORY AND PRACTICAL EXAMINATIONS, MINIMUM MARKS FOR A PASS IS 30 OUT OF 150 IN THEORY AND 46 OUT OF 50 IN PRACTICAL.

Resultion

செயலாளர் மாநிலப் பள்ளித் தோவுகள் குழுமம் (மேல்நிலை), தமிழ்நாடு SECRETARY

அரசுத் தேர்வுகள் துறை, சென்னை - 600 006. DEPARTMENT OF GOVERNMENT EXAMINATIONS, CHENNAI-600 006.

இடைநிலைப் பள்ளி இறுதி வகுப்புச் சான்றிதழ் SECONDARY SCHOOL LEAVING CERTIFICATE பத்தாம் வகுப்பு

X STANDARD தமிழ்நாடு அரசின் அதிகாரத்திற்கு உட்பட்டு வழங்கப்படுகிறது ISSUED UNDER THE AUTHORITY OF THE GOVERNMENT OF TAMIL NADU

MAR. 2009 **இல்** தேர்வர் SATHISH R இடைநிலைப் பள்ளி இறுதி வகுப்புப் பொதுத் தேர்வெழுதி கீழ்க்காணும் விழுக்காடு மதிப்பெண்களைப் பெற்றுள்ளார் என்று சான்றளிக்கப்படுகிறது. Certified that the above mentioned candidate appeared for the SSLC Public Examination and obtained

the following Percentage of marks:

122

经费

人類

பாடம் SUBJECT	பெரும் அள்ஷ மதிப்பெண் MAX, MARKS		பெற்ற ப MARKS	oதுப்பெ OBTAINE	ண்)
தமிழ்	100				
TAMIL		66	SIX	SIX	
ஆங்கிலம் ENGLISH	100	TO CO	SIX	ZERO	
கணிதம் MATHEMATICS	100	63	SIX	THREE	
அறிவியல் SCIENCE	100	6.L	SIX	OME	
சமூக அறிவியல் SOCIAL SCIENCE	100	The state of the s	EIGHT	TWO	ramor completely explained to morphish with the 40
மொத்தம் TOTAL	500	1332	THREE	THEE	

பிறந்த நாள் / DATE OF BIRTH	பத்வென் / REGISTER NO.	மஅப். குறியீட்டெண்கநாள் / TMR CODE NO. & DATE
()9. ()4. 1994	274358	A275586 23.05.2009
e e	பள்ளியின் பெயர் / NAME OF TH VT HSS BHAVANISA	i i

இடைநிலைப் பள்ளி இறுதி வகுப்புப் பொதுத் தேர்வில் தேர்ச்சி பெற ஒவ்வொரு பாடத்திலும், 100-க்குக் குறும அளவு முப்பத்தைந்து மதிப்பெண்கள் பெறுதல் வேண்டும். இது பகுதி முறையில் தேர்வு எழுதித் தேர்ச்சி பெறுவதற்கும் பொருந்தும்.

A Pass in the SSLC Examination requires a minimum of Thirty Five percent of marks in each subject. This includes passing under the compartmental System also.

தேர்வரின் ஒப்பம் Candidate's Signature

செயலாளர் மாநிலப் பள்ளித் தேர்வுகள் குழுமம், தமிழ்நாடு SECRETARY

STATE BOARD OF SCHOOL EXAMINATIONS, TAMILNADU



Dr. SNS Rajalakshmi College of Arts and Science (AUTONOMOUS) Coimbatore - 641 049.

ACCREDITED WITH 'A' GRADE BY NAAC

(AFFILIATED TO BHARATHIAR UNIVERSITY, COIMBATORE & RECOGNIZED BY UGC, NEW DELHI)

CHOICE BASED CREDIT SYSTEM CONSOLIDATED GRADE CARD



Name of the Examinee & Date of Birth						gis		Month & Year of Last Appearance							
SATH				12BCS0144				May-2015							
DATE	OF E	SIRTH:	09-04-1994				Acad	lemic	Year	of Ad					
			Degree & Branch of Study						2012-	2013					
3.Sc.		mputer COURSE	Science	CREDIT	MAXIN		TOTAL	MAR ESE	KS SCO	TOTAL	GRADE POINT	GRADE	MONTH & YEAR OF PA		
PART	SEM	CODE	COURSE TITLE	4	75	25	100	58	19	77	7.7	D	NOV_201		
1	1	1LT	Tamil Paper-I	4	75	25	100	30	15	45	4.5	С	NOV_201		
2	1	1E!	English Paper-I	4	75	25	100	38	15	53	5.3	В	NOV_201		
3	1	101	Core-1 : Computing Fundamentals and C Programming	4	75	25	100	41	15	56	5.6	В	NOV_201		
3	1	1C2	Core-2 : Computer System Architecture	4	60	40	100	50	39	89	8.9	D+	NOV_201		
3	1	1CP	Core-3 : Programming Lab - C	4	75	25	100	38	16	54	5.4	В	NOV_201		
3	1	1A1	Allied-1 : Mathematical Structures for Computer Science	2	50	0	50	40	0	40	8.0	D+	NOV_201		
4	1	1F1	Foundation Course-1 : Environmental Studies	4	75	25	100	54	18	72	7.2	A+	MAY_201		
1	2	2LT	Tamil Paper-II	4	75	25	100	38	14	52	5.2	В	MAY_20		
2	2	2EI	English Paper-II	4	75	25	100	42	19	61	6.1	A	MAY_20		
3	2	2C1	Core-4 : COBOL Programming	4	60	40	100	55	40	95	9.5	0	MAY_20		
3	2	2CP	Core-5 : Programming Lab - COBOL	3	45	30	75	45	30	75	10.0	0	MAY_20		
3	2	2CQ	Core-6 : Internet Basics - Lab	4	75	25	100	65	20	85	8.5	D+	MAY_20		
3	2	2A1	Allied-2 : Discrete Mathematics	2	50	0	50	20	0	20	4.0	C	MAY_20		
	2	2F1	Foundation Course-2 : Value Education - Human Rights	4	75	25	100	39	19	58	5.8	В	NOV_20		
3	3	3C1	Core-7: Data Structures and Algorithms				100	43	20	63	6.3	A	NOV_20		
3	3	3C2	Core-8 : Object Oriented Programming with C++	4	75	25 40	100	49	38	87	8.7	D+	NOV 20		
3	3	3CP	Core-9 : Programming Lab - Data Structures Using C++	4	60	-		39	19	58	5.8	В	NOV_20		
3	3	3A1	Allied-3: Operations Research	4	75	25	100 50	35	0	35	7.0	A+	NOV 20		
4	3	3N3	Non-Major Elective-1 : Yoga for Human Excellence	2	50	0		21	17	38	5.1	В	NOV_20		
4	3	3SP	Skill Based Subject-1 : Quantitative Aptitude Verbal Reasoning and Soft Skills-I	3	45	30	75	ļ		64	6.4	A	MAY_20		
3	4	4C1	Core-10 : Operating Systems	4	75	25	100	44	20	61	6.1	1 A	MAY_20		
3	4	4C2	Core-11 : Java Programming	4	75	25	100	41	1	88	8.8	D+	MAY_20		
3	4	4CP	Core-12 : Programming Lab - Java	4	60	40	100	50	38		7.3	A+	MAY_20		
3	4	4A1	Allied-4: Business Accounting	4	75	25	100	56	17	73 25	5.0	В	MAY_20		
4	4	4N3	Non-Major Elective-2 : General Awareness	2	50	0	50	25	-	+	6.7	A	MAY_20		
4	4	4SP	Skill Based Subject-2 : Quantitative Aptitude Verbal Reasoning and Soft Skilis-II	3	45	30	75	26	24	50 61	6.1	T A	Nov 20		
3	5	5C1	Core-13 : Software Project Management	4	75	25		41	20	61	6.1	+ ^	Nov 20		
3	5	5C2	Core-14: VB.NET Programming	4	75	25		41	+		5.5	В	Nov_20		
3	5	5C3	Core-15 : Relational Database Management System	4	75	25		35	20	55		0	Nov_20		
3	5	5CV	Core-16 : Mini Project	4	60	40	4	54	39	93	9.3	A	Nov_20		
4	5	5SP	Skill Based subject-3: Quantitative Aptitude, Verbal Reasoning and Soft Skills-III	3	45	—		28	21	49		- A	Nov_20		
4	5	5SQ	Skill Based subject-4 : Web Designing Lab	3	45			45	26	71	9.5	A+			
3	6	6C1	Core-17: Software Testing	4	75			50	22	72	9.5	A+ 0	May_2		
3	6	6CP	Core-18: Software Testing - Lab	3	45			41	30	71		0			
3	6	6CV	Core-19: Project Work and Viva-Voce	4	100	-		93	0	93	9.3		May_2		
3	6	602	Elective-1: Distributed Computing	4	75	_	+		22	70	7.0	A+	May_2		
3	6	605	Elective-2: Computer Networks	4	75				21	70	7.0	A+	May_2		
F -	6	608	Elective-3: Mobile Computing	4	75	_	-		21	67	6.7	A	May_2		
5	6	6G1	Extension Activity: National Service Scheme *** END OF STATEMENT ***	2	0	50	50	0	40	40	8.0	D+	May_2		

RESULTS AND CLASSIFICATION

DADT	MANDATORY CREDITS	EARNED CREDITS	CGPA	GRADE	CLASSIFICATION
PART	MANDATORT CREDITO	8	7.450	A++	First Class
11	8	9	4.850	C+#	Third Class
2	8	102	7.189	A++	First Class
3	102	102		FOE T-t-! Cono	retaly) ESE End Semester Examination

@ - Stands for Improvement Appearance. Passing Minimum : For U.G Courses 40% and for P.G Courses 50% (in ESE and Total Separately). ESE - End Semester Examination , CIA - Continuous Internal Assessment.





Bharathiar University, Coimbatore

PROVISIONAL CERTIFICATE

Register No.: 12BCS0144

Folio No.: 23029

This is to certify that

SATHISH R

has qualified for the Degree of BACHELOR OF SCIENCE

he/she having undergone the course at Dr. S.N.S. RAJALAKSHMI COLLEGE OF ARTS AND SCIENCE, COIMBATORE

an Autonomous College affiliated to Bharathiar University and passed the final Examinations

held in

MAY 2015

as follows

PART I TAMIL

FIRST CLASS

PART II ENGLISH

THIRD CLASS

PART III COMPUTER SCIENCE

FIRST CLASS

Coimbatore 641 046 Date 31/07/2015



Controller of Examinations

Hello Sathish.
With regards to your resignation, we confirm your Last working day to be today(7th July 2017).
As a part of Exit formalities you are requested to do the following:
Step 1 – Take the below exit survey link https://www.surveymonkey.com/r/vspl_exit2017
Step 2 – Meet the HR (Ranjithkumar P) for the exit interview on your Last working day
Step 3 Collect the clearance form from the Payroll team (Ranjith kumar P) and post taking all the necessary clearances submit the same to the Payroll team for the Full & Final settlement process
Your Full & Final settlement will take 30 – 45 days' time from your last working day and you will get your Relieving letter after 45 days. Request you to have the salary account with the organization as active till your Full & Final settlement amount is credited to your account. In case of any queries please feel free to drop an email to c3.hr@visionetsystems.com
All the best for all your future endeavors!!

Thanks & Regards VSPL HR Team

जायकर विमाग

INCOME TAX DEPARTMENT

6.8

GOVT. OF INDIA

R SATHISH

RAJA PRITHIVE SINGH

09/04/1994

Permanent Account Number

EOMPS8251H

2. s.+v.A.

.

In case this eard is lost / found, kindly inform / return to:

Income Tax PAN Services Unit, UTITISE.

Plot No. 3, Sector 11, CBD Belapur,

Navi Mannbai - 400 614.

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WFL0766790



வாக்காளர் பெயர் : சதீஸ்

Elector's Name : Sathish

தந்தை பெயர்

: ராஜா பிரிதிவி

சிங் : Rajaprethiv Singh Father's Name

பாலினம் / Sex : ஆண் / Male பிறந்த தேதி / Date of Birth: 09/04/1994 WFL0766790

முகவரி: 23 / -கூலீஸ்லைன் பவானிசாகர் சத்தியமங்கலம்ஈரோடு-638451

Address: 23/-Kulishline Bavanisagar

Sathiyamangalam Erode 638451

நாள் / Date : 💋 06/01/20 வாகதனா பதவு அதிகாரியின கையோப்ப முத்திரை 107 – பவானிசாகர் சட்டமன்ற தொகுதி

Facsimile Signature of Electoral Recistration Officer 107 Bhavanisagar Samply Constituency Const

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இந்திய அரசாங்கம் Government of India

சதீஷ் ராஜா பிரிதிவி சிங் Sathish Raja Prithive Singh தந்தை : ஜி.ஆர்.குப்புசிங் ராஜா பிருதிவிசிங் Father: G.R.KUPPUSING RAJA PF

பிறந்த நாள்/DOB: 09/04/1994 ஆண்பால் / Male

5636 7372 3361



அந்திய தனங்கட்ட அடையாள ஆணைய அமைப்பு

Unique Identification Authority of India

முகவரி: s/o: ராஜா பிரிதிவி சிங் 23, கூலீஸ் லைன், பவானிசாகர் பவானிசாகர், பவானிசாகர், ஈரோடு தமிழ் நாடு, 638451

Address: S/O: Raja Prithive Singh, 23, COOLIES LINE, BHAVANISAGAR, BHAVANISAGAR (TP), Erode, Bhavanisagar, Tamil Nadu, 638451

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ஆதார்

 \bowtie help@uidai.gov.in

www www.uidai.gov.in

அதிரு - சாதாரண மனிதனின் அதிகாரம்

HRD/OFF/17 - 18

July 14, 2017

Mr. Sathish R

Manjunatha PG for Gents, # 91/2, 8th Cross, 20th Main , BTM 1st Stage, Maruthi Nagar, Bangalore 560 068.

Subject: Appointment Letter

Dear Sathish,

We are pleased to appoint you as **Associate** in **Grade I** with us here at DRN Definite Solutions Pvt. Ltd. where we hope you will enjoy your role and make a significant contribution to the success of the business.

Your employment will commence on July 17, 2017.

- 1. Location: You will be based at Bangalore at Koramangala Branch but may be required to work at such other locations within Bangalore or outside as reasonably determined by the needs of the business.
- 2. Position: Your job role will be Associate Title Search and you will be reporting to the respective Team Leader /Shift Manager.
 - i) Any change in reporting structure will be duly notified from time to time.
 - ii) The roles and responsibilities of this position will be described separately in an attached Position Description.
- 3. Terms: Probationary Period a Three (3) month will apply to this role. During this time you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. The appointment is subject to the satisfactory completion of the Probationary Period which itself is subject to termination during any stage, by either party, upon 15 days notice in writing, or by payment in lieu of notice.
- **4. Remuneration :** Your Total Cost to Company will be: **INR. 197196/-** Per annum The detailed breakdown of your Remuneration Package is provided separately annexed with this letter (see Annexure 1).

- 5. Alteration to Terms of Employment: Any alterations in the Regulations of Employment affecting staff individually will be notified by a letter or memorandum, but any general alteration will be communicated in a Circular to be seen by all members of staff.
- **6. Payments**: Your salary will be paid monthly before the 5th of every Calendar Month directly to your Salary Account, the account details shall be notified to the Employer upon activation.
- 7. Public Provident Fund (PPF): Voluntary PPF payments will be made on your behalf in accordance with the PPF Fund Regulations. As per company Policy, PF is mandatory and will be part of the Cost to the Company.
- 8. Increments and Promotions: Your growth and increase in salary will depend solely on your performance and contribution to the company. Salary increases are normally given on a periodic basis, based on the company's policies.

9. Deductions:

- Insurance, ESI, PF and Professional taxes if any will be deducted at source.
- Income tax will not be deducted as part of monthly salary. However will be annualized based on the savings proof that you provide.

10. Leave / Holidays:

- i) Annual Leave: You are entitled to 12 days' (2 weeks') annual paid leave per year of service Leave is accrued in accordance with the employment Act and should be taken within one year of falling due, on occasions negotiated with your manager.
- ii) Casual/Sick Leave: You are entitled to 12 days paid personal/carer's leave in accordance with the Employment Act.
- iii) Maternity Leave (Women Employee): You may be entitled to 90 days in line with the provisions of the Employment Act.
- iv) Leave encashment or carry forward will be notified duly by the HR department towards the end of the fiscal year.
- v) The Company shall notify a list of declared holidays in the beginning of each year.

- 11. Termination of Services: On satisfactory completion of the probationary period your appointment will be confirmed in writing. After confirmation, your services may be terminated by either party, giving notice in writing for one (1) month. The company reserves the right to terminate your association on grounds of misconduct or unsatisfactory job performance. When payment in lieu of notice is offered by either side, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances etc. Payment in lieu of notice shall be subject to acceptance of the same by the company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services expect upon issue of a letter to that effect.
 - i) In absence of formal resignation company will not provide any certification of services.
 - ii) Absence for a continuous period of 5 days without prior approval of our superior would be treated as abandonment of service.

On the termination of your employment for whatever reason, you will return to the Company all property

- **12. Notice Period :** Staffs who wish to terminate their employment with the Company are expected to give the following notice :
 - Associates on Probation 30 days
 - Confirmed Associates 2 months
 - Senior/Management Staff 2 months
 - a. You shall also be bound to provide the company with two (2) months notice prior to Resignation during which period you may have to actually work the said period OR Will be adjustable either against leave or forfeiture of salary, however be open to the company resolution.
 - b. If the exigency of work so require, the company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter.

- 13. Standard of Attire: All Employees are expected to conform to an acceptable standard of dress to ensure that the image as presented to customers, colleagues and associates is in keeping with the proper professional approach of the Company.
- **14. Working Hours :** DRN Definite Solutions generally works round the clock, It is expected that you will work an average of **54** hours per week during general business hours.

From time to time you will be required to work reasonable additional hours or after hours when necessary to perform your duties. Overtime payments or time in lieu will be calculated in accordance with the company's agreement terms which shall be duly notified during the course of employment.

- **15. Verification of Particular Documents :** You are required to produce the following at the time of Joining duty :
 - Photo copies of all relevant certificates / Degree Mark Sheets etc.
 - Proof of Birth,
 - Experience / Relieving Certificate from Previous employer.
 - Acceptance of Resignation Last Organization
 - Last two months pay slips of previous employer
 - Voter ID / Pan / Aadar Card Copy.
 - Photocopy of Passport (if available)
 - Form 16 Previous company (if applicable)
 - PF. / UAN No. Previous company (if applicable)
- **16. Privacy :** You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time.
 - Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.
- 17. Company Policy: Is in place a number of company policies and procedures. You are required to comply with company policy. A failure to comply with these policies may result in disciplinary action being taken against you.
- **18. Retirement**: You shall retire from the services of the company on attaining the age of 60 years on the basis of the age submitted by you, subject to your being medically and mentally fir.

19. 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.

20. Restrain:

- a. Access to Information: Information is available on need to know basis for specific groups and the network file server of the company is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.
- **b. Restriction on Personal Use:** Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use.

21. Confidentiality of Information:

- a. During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.
- b. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the

- c. general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- d. At no time, will you remove any Confidential Information from the office without permission.
- e. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- f. Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.
- **22. Law / Jurisdiction :** Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of **Bangalore**, State of Karnataka, India.
- **23. Welcome and Acceptance :** Please confirm your acceptance of this by signing and returning the duplicate copy.

We would like to welcome you to DRN Definite Solutions Family and wish you a long and rewarding career with us.

Sincerely,
DRN Definite Solutions Pvt Ltd.,
Dinesh Kumar CEO / President
$I = \underbrace{SRTHISHR}$ accept the terms and conditions of this contract.
Name: SHTHISH · R
Signature:



DRN DEFINITE SOLUTIONS

Excellence delivered.

Annexure 1.1

Name	Sathish R	
Designation	Associate	
Salary Head	Per Month (Rs)	Per Annum (Rs)
Basic + DA	8,500.00	102,000.00
HRA	850	10,200.00
Conveyance	850	10,200.00
Children Education Allowance	0	0
Medical Allowance	0	C
Skill Allowance	4,514.00	54,168.00
Special Allowance	0	
Fixed Gross	14,714.00	176,568.00
Employer PF	1,020.00	12,240.00
Employer ESIC	699	8,388.00
Ex-Gratia		
L.T.A		
Bonus		
Leave Encashment		
Gratuity		
Superannuation		
Total	1,719.00	20,628.0
COST TO COMPANY (CTC)	16,433.00	197,196.0
Employee PF	1,020.00	12,240.0
Employee ESIC	257	3,084.0
Insurance	0	
Income Tax	0	
Professional Tax	0	
Total Deduction	1,277.00	15,324.0
NET TAKE HOME	13,437.00	

Note: Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules.



Reg.No: 128CS0144

பாரதியார் பல்கலைக் கழகம் Bharathiar University

அறிவியல் புலம்

FACULTY OF SCIENCE

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an autonomous College, affiliated to this University.

Given under the Seal of the University.



pimbatbre

Dated: 12th September 1815 Controller of Examinations

Registrar(i/c)

Vice-Chancellor

ISSUED ON - 6 JIL 2016

C No. 003053