

தமிழ்நாடு தமில்நாடு TAMILNADU

CB 733559

R. Siva Sornai ram

Rs. 100/-

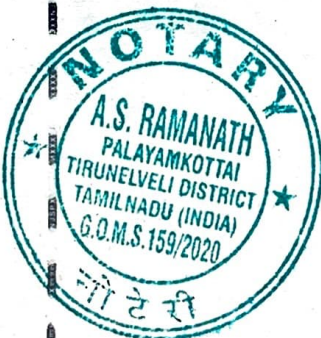
24 SEP 2020

M. Velmurugan
M. VELMURUGAN
STAMP VENDOR L.No. 2/2003
2 Thirupugal Street*,
PALAYAMKOTTAI,
TAMIL NADU

THIS AGREEMENT made at Mumbai on this (08) Eight day of
October, Two thousand and Twenty between TATA
CONSULTANCY SERVICES LIMITED,

R. Siva Sornai ram
Signature of the Employee

[Signature]
Signature of the Surety
Block Development Officer (B.P.)
Karungulam



[Signature]
[Signature]
A.S. RAMANATH B.A., B.L.
ADVOCATE & NOTARY
56A, PUDUPETTAI NORTH STREET,
PALAYAMKOTTAI - 627 002



56A, PUDUPETTAI NORTH STREET,
PALAYAMKOTTAI - 627 002

a company incorporated under the Companies Act 1956 (hereinafter referred to as "TCS") and having its Corporate Office at TCS House, Corner of Hazarimal Somani Marg & Raveline Street, Near Sterling Cinema, Fort, Mumbai 400 001 of the First Part and Siva Sornayam - R.

S/o D/o W/o Ramalingam - S. aged 22 years, Occupation _____, an (Indian/_____) nationality residing at Tirunelveli

and having permanent address at 9 B, Perumal South Car street, Palayamkottai, Tirunelveli 627002 (hereinafter referred to as "Mr./Ms. Siva Sornayam - R." of the Second Part AND

Subbulakshmi - A. (hereinafter referred to as "The Surety") which expression shall be deemed to include his/her executor, heir and administrator of the Third Part.

WHEREAS TCS is involved in the business of problem solving or consultancy and as of present and the foreseeable future specifically in the business of Computer and Management Consultancy - offering services and products both in India and abroad. WHEREAS the possession of the above problem solving techniques and effective use of high technologies equipment can be acquired mainly through special training and / or specific on the job training ("Training").

WHEREAS the said Training is of a duration of Twelve months and is liable to be extended by a further duration based on the performance of Mr./Ms. Siva Sornayam - R. during the Training, of which TCS shall be the sole judge.

WHEREAS the above mentioned Training involves considerable expenditure - both direct and Indirect, financial and unliquidated - related to faculty, computer time, support facilities, Salary of Mr./Ms. Siva Sornayam - R. while under Training.

WHEREAS this Training substantially improves the professional standing of Mr./Ms. Siva Sornayam - R. and it has been imparted by TCS at considerable expenditure as an investment, TCS expects a commitment (elaborated below) from the employee to recover its expenditure or seek a penalty for non-fulfillment of the same.

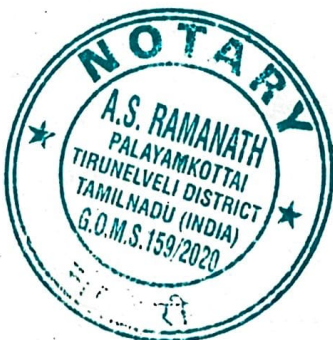
WHEREAS the expenditure involved in imparting the said Training to Mr./Ms. Siva Sornayam - R. is several times in excess of the penalty demanded from him/her.

IT IS NOW HEREBY AGREED AS UNDER:

1. In consideration of the Training to be imparted by TCS, Mr./Ms. Siva Sornayam - R. undertakes irrevocably to serve TCS or any of its associated or affiliated companies to which he/she may be transferred for a minimum period of **1(ONE)** year (excluding Leave without pay period and/or unauthorized absence, if any) from the date of joining TCS.

R. Siva Sornayam
Signature of the Employee

25/9/2020
Signature of the Surety
Block Development Officer (B.P.)
Karungulam



Bakram

25/9/2020

A.S. RAMANATH B.A., B.L.
ADVOCATE & NOTARY
56A, PUDUPETTAI NORTH STREET,
PALAYAMKOTTAI - 627 002

Mr./Ms. 18. Siva Sornaram - R. is giving this undertaking in view of the considerable expenditure incurred by TCS on him/her.

2. Mr./Ms. 19. Siva Sornaram - R. agrees not to take employment with any other person, firm or company during the period of applicability of this agreement.
3. By way of guarantee for due performance of all terms and conditions contained in this agreement, Mr./Ms. 20. Siva Sornaram - R. provide herein below the name of his/her near relative / person in order of preference and who have consented by signing herein below to stand as Surety on his/her behalf to ensure compliance of the aforesaid covenant, and that in the event of failure/neglect by Mr./Ms. 21. Siva Sornaram - R. to fulfill any of the terms of this undertaking of which TCS shall be the sole judge the Surety shall be liable to pay TCS Rs.50,000/- (Rupees Fifty Thousand only) as compensation with interest thereon as applicable and the Surety hereby agree, confirm and accept that the Surety shall be liable jointly and severally with Mr./Ms. 22. Siva Sornaram - R. to pay the same to TCS.

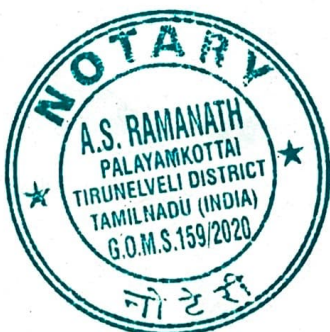
Name , Address, Occupation (of the surety)

Subbulakshmi - A.
9B Perumal south car street, Palayamkottai
Tirunelveli . 627002 , Tamil nadu .
Block Development officer, Panchayat Union, Karungulam
Thoothukudi (Dt)

4. In the event of any dispute or disagreement over the interpretation of any of the terms hereinabove contained or any claim of liability of any part including the Surety the same shall be referred to a person to be nominated by TCS whose decision shall be final and binding upon the parties hereto. Such references shall be deemed to a submission to arbitration under The Arbitration and Conciliation Act, 1996 or of any modification or re-enactment thereof. The venue of arbitration shall be Mumbai.

R. Siva Sornaram
Signature of the Employee

25/9/2020
Signature of the Surety
Block Development Officer (B.P.)
Karungulam³



A.S. RAMANATH B.A., B.L.
ADVOCATE & NOTARY
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PALAYAMKOTTAI - 627 002

5. During the period of 1(ONE) year (excluding leave without pay period and / or unauthorized absence, if any) from the date of joining, if Mr./Ms. Siva Sornayam - R. leaves/resigns/ abandons the services or violates the terms of this Agreement, Mr./Ms. Siva Sornayam - R. will have to pay liquidated damages amounting to Rs.50,000/- (Rupees Fifty Thousand only) and give three calendar months' written notice or salary in lieu thereof. Mr./Ms. Siva Sornayam - R. agrees that the said amount of Rs.50,000/- can be recovered / adjusted by TCS from the legal dues, if any, payable to him. On being absorbed as an Employee of TCS, after completion of the said Training period, TCS would be entitled to terminate the services of the Employee with three calendar months' written notice during the tenure of service agreement.

The provisions stated herein for breach by Mr./Ms. Siva Sornayam - R. of the provisions of this agreement shall be without prejudice to other remedies available to TCS.

ADDRESS FOR THE PURPOSE OF SERVICE:

6. All communications between Mr./Ms. Siva Sornayam - R. or TCS and Surety shall be deemed to have effectively served if addressed to the following address: TCS (TATA CONSULTANCY SERVICES LIMITED) at:
TCS HOUSE, Corner of Hazarimal Somani Marg & Raveline Street, Near Sterling Cinema, Fort, Mumbai 400 001

(Dr./Mr./Miss/Mrs.) Siva Sornayam - R.
(At) 9B, Perumal South car street
Palayamkottai, Tirunelveli 627002
Tamil nadu.

Surety (Dr./Mr./Miss/Mrs.) Subbulakshmi. A.
(At) 9B, Perumal South car street,
Palayamkottai
Tirunelveli 627002 Tamil nadu

R. Siva Sornayam
Signature of the Employee

25/9/2020
Signature of the Surety
Block Development Officer (B.P.)
Karungulam



Rutha m

25/9/2020

A.S. RAMANATH B.A., B.L.
ADVOCATE & NOTARY
56A, PUDUPETTAI NORTH STREET,
PALAYAMKOTTAI - 627 002

Any change in the above addresses of any of the concerned parties i.e. TCS, Mr./Ms. Siva Sornayam. R. or Surety, shall be intimated to the other parties by the party whose address has changed within a period of seven days of such change. If no such change has been intimated or received, the addresses mentioned above shall be deemed to be the addresses of the concerned parties.

As a token of his/her consent, he/she has signed this agreement as Surety :) Subbulakshmi. A.

Dated this: 08-10-2020

Signed and delivered by Mr./Ms: Siva Sornayam. R. R. Siva Sornayam

Accepted for and behalf)

Of TATA CONSULTANCY SERVICES LIMITED)

By their Constituted Attorney)

R. Siva Sornayam
Signature of the Employee

20/10/2020
Signature of the Surety
Block Development Officer (B.P.)
Karungulam



Subbulakshmi
20/10/2020

A.S. RAMANATH B.A., B.L.
ADVOCATE & NOTARY
56A, PUDUPETTAI NORTH STREET,
PALAYAMKOTTAI - 627 002

Surety Verification

This is to certify that I, Subbalakshmi. A. (Name of the Surety) am standing surety for Siva Sornaram. R. (Name of the Employee) who is my Son (Relationship). Mr./Ms. Siva Sornaram. R. (Name of the Employee) has joined TATA Consultancy Services Ltd on 08.10.2020 (Employee's date of joining) and executed an agreement on 08.10.2020 (candidate's date of joining). In the event that Mr./Ms. Siva Sornaram. R. (Name of the Employee) does not fulfill the terms of the agreement, I stand guarantee and will be liable to the liquidated damages of Rs.50, 000/-. My permanent address is as follows:

Name (of the Surety): Subbalakshmi. A.
Address (of the Surety): 9 B, Perumal South Car street
Palayamkottai
Tirunelveli - 627002
Tamil nada.

Phone (of the surety): 9488036808
(With country and area code)

(Signature of the Surety)

(Signature verification by competent authority)

Office Seal:

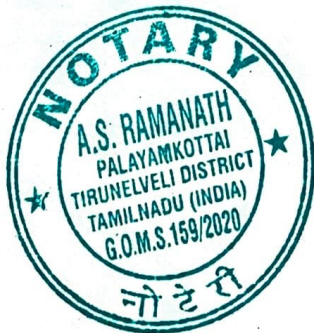
Date:



Signature: [Signature]
Block Development Officer (B.D.O.)
Karungulam
Name: SUBBALAKSHMI. A.

Designation: B.D.O.

Office: Panchayat Union



R. Raman
Adv
25/9/2020
A.S. RAMANATH B.A., B.L.
ADVOCATE & NOTARY
564, PUDUPETTAI NORTH STREET,
PALAYAMKOTTAI - 627 002

आयकर विभाग
INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

A SUBBULAKSHMI

ARUMUGAMPILLAI

09/12/1971

Permanent Account Number

CGNPS7119B

Signature



इस कार्ड के खोने / पाने पर कृपया सूचित करें / लौटाएं :

आयकर पैन सेवा इकाई, एन एस डी एल
तीसरी मंजील, सफायर चेंबर्स,
बानेर टेलिफोन एक्सचेंज के नजदीक,
बानेर, पुना - 411 045

If this card is lost / someone's lost card is found,
please inform / return to :

Income Tax PAN Services Unit, NSDL
3rd Floor, Sapphire Chambers,
Near Baner Telephone Exchange,
Baner, Pune - 411 045

Tel: 91-20-2721 8080, Fax: 91-20-2721 8081
e-mail: tininfo@nsdl.co.in

[SUBBULAKSHMI.A.]