



SSM INSTITUTE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE, New Delhi / Affiliated to Anna University, Chennai / Accredited by NAAC (2019-24))

Dindigul – Palani Highway, Dindigul – 624 002

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

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61	2019-20	Vijayalakshmi M.C.S.	BSA Corporation Ltd. Company,Chennai	93
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Offer Letter

Date : 17.03.2023

To

Name : BRUMMA THAMO THARAN M
Dept : EEE
Registration No. : 922119105005

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : WIPRO
Take Home Salary : Rs.14000/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name	DHEEPAN KUMAR G
Dept	EEE
Registration No	922119105006

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : WIPRO

Take Home Salary : Rs.14000/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation limited

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : GOKULA PANDIYAN A
Dept : EEE
Registration No. : 922119105010

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : WIPRO
Take Home Salary : Rs.14000/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : MANOJ KUMAR A
Dept : EEE
Registration No. : 922119105018

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : SANMINA
Take Home Salary : Rs.13500/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number,
Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : MUTHUKUMAR R
Dept : EEE
Registration No. : 922119105022

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : SANMINA
Take Home Salary : Rs.13500/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : NASEER HUSSAIN S
Dept : EEE
Registration No. : 922119105024

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : SANMINA
Take Home Salary : Rs.13500/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : RAJESH MANI K
Dept : EEE
Registration No. : 922119105028

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : SANMINA
Take Home Salary : Rs.13500/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : ROBIN NICHOLAS S
Dept : EEE
Registration No. : 922119105031

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : APTIV
Take Home Salary : Rs.16000/- PM

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : SIVASUBRAMANI S
Dept : EEE
Registration No. : 922119105036

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : APTIV
Take Home Salary : Rs.16000/- PM

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : VISWAA J
Dept : EEE
Registration No. : 922119105042

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : APTIV
Take Home Salary : Rs.16000/- PM

On arrival at Chennai, you can contact our person on below given number

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,

S.
Saravanan
Manager HR Operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : ABINAYA S S
Dept : EEE
Registration No. : 922119105001

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : SANMINA
Take Home Salary : Rs.13500/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 17.03.2023

To

Name : GNANA AROCKYA AMALI B
Dept : EEE
Registration No. : 922119105009

Subject : Selection as On the Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 17th Mar 2023. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 1st week of JUN to 2nd Week of JUN 2023 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

Name of the Company : SANMINA
Take Home Salary : Rs.13500/- PM / + Other Inc.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 9600387972

Thanks,

For BSA Corporation Limited,



Manager – HR Operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
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www.bsagroup.in



IcOnT

info@icont.co.in

www.icont.co.in

IcOnT Technologies (OPC) Private Limited,

Marappa Gounder Thottam, Chinnakarupattai,
Veeralapatti (po),
Oddanchatram, Dindigul Dist.,
Tamil Nadu -624614.

December 27, 2021

Ms. A. Gunaseelan,
SSM Institute of Engineering and Technology,
Dindigul – 624002.

Dear Gunaseelan,

We are very pleased to offer you the position of Intern with IcOnT Technologies (OPC) Private Limited. Please find the following confirmation of the specifics of your internship.

Position Title: Embedded Hardware Intern

Start Date: January 3, 2022 *

End Date: May 7, 2022 *

[* Intern start date and end date varies based on acknowledgement date]

Number of Work days Per Month: 24 days.

Salary/Stipend: Your salary for the internship will be INR 7000 + Travel Allowances (maximum INR 600) per month.

Reporting Relationship/Supervisor: You will be reporting to Shanmuga Vadivel, Managing Director of IcOnT Technologies (OPC) Private Limited. Mr. Shanmuga Vadivel can be contacted by phone (+919344615462) or by email (shanmugavadivel@icont.co.in).

Alternate Contact: Mr. Ganesh Phone (+918553460893) or Mail (ganesh@icont.co.in)

Internship Responsibilities: Your day-to-day responsibilities will include the following:

Learning and developing the basic application circuits for the product

Work with firmware team to gather the requirement and operational requirements

Design circuit schematics and testing its functionality

Design PCB (schematics and layout)

To assemble and solder the application PCB board and validating its function

Attend weekly working group meetings.

Working Office Location: Oddanchatram, Dindigul dist., Tamil Nadu - 624614

Should you have any questions regarding the specifics of your internship, please contact by phone (+919344615462) or by email (shanmugavadivel@icont.co.in)

Sincerely,
Shanmuga Vadivel,
Managing Director,
IcOnT Technologies (OPC) Private Limited.





APPOINTMENT LETTER

January 25, 2022

Dear VIGNESHWARAN K,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as Project Engineer. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. Provident fund- Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature VIGNESHWARAN K 25/1/2022 12:15 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited	T :+91 (80) 2844 0011
Doddakannelli	F :+91 (80) 2844 0054
Sarjapur Road	E :info@wipro.com
Bengaluru 560 035	W :wipro.com
India	C :L32102KA1945PLC020800

23161400



Date: 22.01.2022

JOB OFFER LETTER

This is to certify that **MR. SABARIVASAN T** (Token number:4478) is working with **Lakshmi Electrical Control Systems Ltd. (LECS)** under **CONTROL PANEL DEVISION** through **GNP ENTERPRISES** from 17.01.2022.

For GNP ENTERPRISES



Authorized Signatories



Date: 22.01.2022

JOB OFFER LETTER

This is to certify that **MR. Kesavan K** (Token number: 4477) is working with **Lakshmi Electrical Control Systems Ltd., (LECS)** under **CONTROL PANEL DEVISION** through **GNP ENTERPRISES** from 17.01.2022.

For **GNP ENTERPRISES**

Authorized Signatories



Date: 22.01.2022

JOB OFFER LETTER

This is to certify that **MR. RAM KUMAR P** (Token number:4480) is working with **Lakshmi Electrical Control Systems Ltd., (LECS)** under **CONTROL PANEL DEVISION** through **GNP ENTERPRISES** from 17.01.2022.

For GNP ENTERPRISES

Authorized Signatories

OFFER LETTER

Date : 17/06/22.

Qualification : UG

Experience : Fresher 0 - 6 months 6 - 12 months
 12 - 24 months 24 - 36 months 36 months & above

Address / College : SSMIET

Dear NAGAMUTHU PANDI.

We are pleased to offer you the Full Time Position of
**TECH ENGG / SUPERVISOR / ADMIN / CRM / ASM / BH / CRM /
BDE / SPECIAL ROLE** at **5K CAR CARE PVT LTD**

with the start date of 07/07/22. You will be reporting directly
to Head Office at **5K CAR CARE**. We believe your skills and
experience is an excellent match for our company.

We are excited to have you join our team !

WE WILL WORK TOGETHER ! GROW TOGETHER ! WIN TOGETHER !!



Received
A. Deasy

24/6/22

5K கார் - ஒன்றுமிகு ! உதவிட ! உயர்ந்திட !

5K CAR CARE PVT. LTD.
COIMBATORE

For Recruitment : 7094483937, 7094437827,

7094484592, 8012588204, 9150054750

Share Your Resume : recruitment@5knetwork.in

BS

Offer Letter

Date : 04.06.2022

To

Name : MARIA LEO ARUN A
Reg No : 922118105303
Dept : Electrical & Electronics Engineering

Subject : Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar
Senior Manager - HR Operations

Received

deestroy

24/06/2022

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel : +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:



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BS

Offer Letter

Date : 04.06.2022

To

Name : ASMITHA S
Reg No : 922118105005
Dept : Electrical & Electronics Engineering

Subject : Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar
Senior Manager - HR Operations

Received

B. Aswini

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



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BS

Offer Letter

Date : 04.06.2022

To

Name : DHANALAKSHMI M P
Reg No : 922118105007
Dept : Electrical & Electronics Engineering

Subject : Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar
Senior Manager - HR Operations

Received

M.P. Shanf.

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



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BS

Offer Letter

Date : 04.06.2022

To

Name : SURYA J.
Reg No : 922118105029
Dept : Electrical & Electronics Engineering

Subject : Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar
Senior Manager - HR Operations

J. Surya

J. Surya

04.06.22

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



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BS

Offer Letter

Date : 04.06.2022

To

Name : GOPALAKRISHNAN L
Reg No : 922118105301
Dept : Electrical & Electronics Engineering

Subject : Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar
Senior Manager - HR Operations

L. GOPALA KRISHNAN

R. Ranjith Kumar
04.06.22

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel. +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



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BS

Offer Letter

Date : 04.06.2022

To

Name : KARTHICK S
Reg No : 922118105302
Dept : Electrical & Electronics Engineering

Subject : Selection as On the Join Trainee

Dear Candidate,

Congratulations...!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar

Senior Manager - HR Operations

Received

(Signature)

24/06/2022

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



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BS

Offer Letter

Date : 04.06.2022

To

Name : NAVANEETHA PANDIAN P
Reg No : 922118105306
Dept : Electrical & Electronics Engineering

Subject: Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar
Senior Manager - HR Operations

Received

P. N.

04.06.2022

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
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BS

Offer Letter

Date : 04.06.2022

To

Name : NAGAMUTHUPANDIA
Reg No : 922118105015
Dept : Electrical & Electronics Engineering

Subject: Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar
Senior Manager - HR Operations

Received
A. Dagarwani
24/06/2022

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Motwadi Road, Pimpri, Pune-411088
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



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BS

Offer Letter

Date : 04.06.2022

To

Name : SABARIVASAN T
Reg No : 922118105024
Dept : Electrical & Electronics Engineering

Subject : Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar

Senior Manager - HR Operations

Received

T. Saravanan

T. H

24/6/2022

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



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BS

Offer Letter

Date : 04.06.2022

To:

Name : KESAVAN K
Reg No : 922118105013
Dept : Electrical & Electronics Engineering

Subject : Selection as On the Join Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Campus interview held on 28th May 2022. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. Your are expected to report on 2nd week of July to 4th Week of July 2022 at Chennai for Training. Your joining letter & other Formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr. Saravanan: +91 96003 87972

Thanks,

For BSA Corporation Limited,



B. Ranjith Kumar
Senior Manager - HR Operations

Received

K. Kesavan

K.J

24/6/2022

BSA Corporation Limited

Corporate Office : 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune-411088
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:



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EMPLOYMENT OFFER LETTER

Capgemini Ref: 4823164 /886887,

08/13/2021.

Manjubashini G
R M KALANI 1RST STREET,
DINDIGUL ,Tamil Nadu,
India

Confidential

Dear Manjubashini G,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 08/14/2021 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Analyst/A4
- B) You will be required to work at the Company's offices in location Chennal-PCT

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Annexure - A

Manjubashini G

Analyst

Total Cost to Company (CTC). Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 *	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		Rs. 300,002.00
-----------------------	--	----------------

Annexure - B

Manjubashini G

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs108,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	Rs.31,017.00	Rs.372,204.00
Total Cash Compensation	Rs.31,017.00	Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company	Rs.380,006.00
-----------------------	---------------

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

- 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
- 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the component
- # All components under Other Allowance and Reimbursement – 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements - 2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:-

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

E.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

F.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company;
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;

- d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
- i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
- a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 30-October-2021, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
- c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.
- You fill the complete Back ground verification link given along with the welcome mail of the offer.
- j. You have achieved minimum 60% aggregate in all semesters of your graduation.
 - k. You submit the following mandatory documents before the date of joining..
 - 1. Highest Degree/Provisional Certificate and Final year Mark sheet.
 - 2. In case you do not have the Education documents on the Day of joining, you should submit the same to the HR not later than 3 months from Date of Joining.
 - l. You will join our Fresher training and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.
2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.
- I.) Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.
- J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi Mumbai, Maharashtra 400708

Email: hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anilkumar Singh
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Manjubashini G

Date: 08/13/2021

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited ("Capgemini" or "Company") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem

- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, You will not:

- a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

- c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at anytime during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at anytime during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a.) you are legally permitted to reside and be employed in India;
- b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
- c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
- d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
- e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information;
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;
- f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter;
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights).

including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively "Developments") that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively 'Moral Rights'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and

market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

(i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves its right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care or charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties.

This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____ do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Mani, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

- a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
- b) payroll processing agencies for processing my payroll (including reimbursement claims),
- c) law enforcement agencies,
- d) to comply with a judicial/quasi judicial order,
- e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
- f) insurance companies for the purpose of group insurance, personal accident insurance etc.
- g) service providers providing services for biometric access to office premises for monitoring attendance, foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
- h)

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

- a.) affiliates of the Company for administrative purposes and/or audit;
- b.) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:06-Aug-2021

Anusuya Murugiah
C9862029

NO:22,GANAPATHY NAGAR,OPP TO GOVT BOYS Hr. Sec. SCHOOL,KANNIVADI,DINDIGUL(DT)
6380218567

Dear Anusuya Murugiah,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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 based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		32500
Maximum Annual Total earning potential (A+B)		415500
Joining Bonus (Refer to the Section C)		25,000
(D) Additional Benefits		
Gratuity as per law [#]		9500
Insurance Premium(notional value)		
Total Cash Compensation + Total Additional Benefits (A+B+C+D)		450000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw, vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

HRD/3T/1002437229/21-22

September 18, 2021

Ms. Janani Iswarya K
Kavikuyil Illam,North Street,Salaipudhur,
Oddanchatram.
Dindigul-624619
India

Ph: +91-8220206196

Dear Janani,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
richard_lobo@infosys.com [Identity Unknown]
Digitally signed by Richard Lobo
Date: 2021-09-18 18:54 IST
Reason: Digitally Signed
Location: Bangalore

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

Ms. Janani Iswarya K
Kavikuyil Illam,North Street,Salaipudhur,
Oddanchatram.
Dindigul-624619
India

Ph: +91-8220206196

Dear Janani,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* *For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*"

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20 _____

Sign your name

Print your full Name _____ Location _____

Certification signature by Richard Lobo
Richard_Lobo@infosys.com [Redacted] Unknown
Digitally signed by Richard Lobo
Date: 2021-09-15 18:18:54 IST
Reason: Digitally Signed
Location: Bangalore



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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Janani Iswarya K			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				
BASKET OF ALLOWANCES				
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				
MONTHLY GROSS SALARY				
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				
GRATUITY - 4.81% of Basic Salary*				
FIXED GROSS SALARY (1+2+3)				
TOTAL GROSS SALARY				
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Janani Iswarya K		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
MONTHLY GROSS SALARY			22,328
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000
4. INCENTIVE COMPONENTS		At an indicative Payout of 5%	At indicative Payout of 10%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000
OTHER BENEFITS			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time			
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act			

Candidate ID: 4823164 /886887.

Date of Joining: 08/14/2021.

Joining Location: Chennai-PCT,

Designation: Analyst,

Dear Manjubashini G,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

- | | |
|----|--|
| 1. | Welcome Address |
| 2. | Verification of master data sheet, which contains your detailed information. |
| 3. | Verification of joining documents* |
| 4. | Receipt of employee handbook and visitor-cum-bus pass |
| 5. | Submission of signed documents |
| 6. | Receipt of hard copy of offer letter |
| 7. | ID cum access card formalities |
| 8. | Bank account opening formalities |
| 9. | Meeting the buddy |

Please report by 8:30 am at Chennai-PCT office, for joining formalities as per the address mentioned below:

Address

B-45 & B-46, SIPCOT IT Park,
Old Mahabalipuram Road, Siruseri, Chennai – 603103, India

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1. Hard copy / email copy of Capgemini offer letter shared with you

Employment Documents:

Current Employment/ Immediate Previous

- a) Relieving letter /Experience Certificate(If both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)
- 2. b) Payslips for last 3 months
- c) Form 16
- d) Salary Account 6 months Bank Statement
- e) Letter of appointment/Offer letter from employer which captures start date

Previous Employment

Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day

Education Documents

- a) 10 Marksheets and certificate.
- b) 12th marksheets and Certificate.
- c) Graduation Marksheets and certificate/Diploma certificate.
- d) Post-Graduation Marksheets and degree certificate(if applicable)
- e) Any other relevant certificate

Proof of Identity/ Address

- a) PAN Card
- b) AADHAR Card
- c) Passport

In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs

- 4. i) Voters Id
- ii) Driving License
- iii) Ration card
- iv) Electricity Bills
- v) Gas card
- vi) Notarized Self Affidavit

5. Passport size photographs(6 nos)

6. Self Employed/CO-owner/Freelancing/ Partnership employment(s)(If applicable)

- a) Form 16/Form 26AS
- b) Bank statement for 6 months
- c) Shop License

7. Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory

- 8. Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, If earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013: All rights reserved by Capgemini.

Offer Letter

Date : 28/ 04 /2021

To,

Dear Mr./Miss. : ANUSHUYA .J
Reg. No : 922117105005

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28/04/2021

To,

Dear Mr./Miss. : ANUSHA BHARATHI .M
Reg. No : 922117105004

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 28/04/2021

To,

Dear Mr./Miss. : DINESH .R
Reg. No : 922117105014

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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www.bsagroup.in

Offer Letter

Date : 28/04/2021

To,

Dear Mr./Miss. : ELANGOVAN
Reg. No : 922117105016

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28/ 04 /2021

To,

Dear Mr./Miss. : GURU PRASATH
Reg. No : 922117105020

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28/04/2021

To,

Dear Mr./Miss. : MANIKANDAN
Reg. No : 922117105028

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28/04/2021

To,

Dear Mr./Miss. : MATHU MITHA
Reg. No : 922117105030

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

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www.bsagroup.in

Offer Letter

Date : 28/ 04 /2021

To,

Dear Mr./Miss. : PRAVEEN
Reg. No : 922117105042

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennal, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28 / 04 /2021

To,

Dear Mr./Miss. : DHARSHINI
Reg. No : 922117105013

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28/04/2021

To,

Dear Mr./Miss. : GAYATHRI
Reg. No : 922117105017

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28/ 04 /2021

To,

Dear Mr./Miss. : JANANI ISWARYA
Reg. No : 922117105022

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28/04/2021

To,

Dear Mr./Miss. : ANUSUYA
Reg. No : 922117105006

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Offer Letter

Date : 28/04/2021

To,

Dear Mr./Miss. : MANJUBASHINI
Reg. No : 922117105029

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations....!!!

You have been selected in Virtual interview held on 24th April 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 2nd week of June to 4th Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given number.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



A Unit of Focus 4D career Education Pvt. Ltd

March 26, 2021

Ms.Manjubashini G
bashini1999@gmail.com
Candidate ID : CN20210075

Dear Manjubashini G,

Further to our interactions with you, we are pleased to offer you the position of Placement Mentor at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. In addition you will be provided with other allowance upto Rs.1500/-. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Placement Expert with an Annual CTC of Rs.3,06,000/-. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

← 16205037 - Kala...



Capgemini

Date: March 28, 2020

Ref No: HR/Campus/LO16205037/1

Kalaiselvi N
SSM Institute of Engineering and Technology

Letter of Intent ("LOI")

Dear Kalaiselvan N.

With reference to your interview conducted by us at KGISL, we are pleased to inform that you have been shortlisted for the position of **Analyst** and A4 with **Cappgemini Technology Services India Limited**, (hereinafter referred to as "Cappgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage stated earlier, as determined by CanSens.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester examinations.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting due to the nature of current challenges and circumstances with Capgemini.

www.oxfordcambridge.com

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
 2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
 3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.



Offer: Computer Consultancy
Ref: TCSL/DT20195287776/Chennai
Date: 18/09/2019

Ms. Rishya Dora
38Line Street,
Oppo To Selandiyamman Kovil Street,
Dindigul-624001,
Tamil Nadu.
Tel# 91-9629965385

Dear Rishya Dora,

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 a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20195287776

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

4th Flr, 1-24, Kumarar 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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



8. 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.

9. 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.

10. 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.

11. 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 clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by 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

TCS Confidential

TCSL/DT20195287776

9

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/24-24, 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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20195287776

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumarar 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



Annexure 2

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

Offer Letter

Date: 26/07/2019

To,

SSM Institute of Engineering and Technology, Dindigul

Subject: Selection as On Job Trainee under NEEM or GAT

Dear Candidates,

Congratulations.....!!!

You have been selected in campus drive conducted at **SSM Institute of Engineering and Technology, Dindigul on 26th July 2019**. Herewith, we offer you to join BSA Corporation Ltd. as a NEEM Trainee for our client (FLEX). You are expected to report on 2nd week of July 2020 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

You can contact your Placement Officer on below given numbers.

Mr. Senthil: 9952708006 / 7373707001

With warm regards,

For BSA Corporation Limited,

Ravi

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

BSA Corporation Limited



S.No.	Name of the Student	Gender	Department
1	Akash .S	Male	CSE
2	Abirami . S	Female	CSE
3	Anush Rathna . B	Female	CSE
4	Arun Ramm . J.K.R	Male	CSE
5	Ashwini . A	Female	CSE
6	Avanthiga .S.K	Female	CSE
7	Ayswariyaa . V.P	Female	CSE
8	Bharathi . S	Female	CSE
9	Bhuvaneswari .K	Female	CSE
10	Catherine Fransina.M	Female	CSE
11	Divya Shree . D.K	Female	CSE
12	Durga . B	Female	CSE
13	Gopi .K.R.D	Male	CSE
14	Gowshikka.K	Female	CSE
15	Guhan.A	Male	CSE
16	Hari Krishnan .S	Male	CSE
17	Hari Prasath .M	Male	CSE
18	Kallasam .K	Male	CSE
19	Kovarthini . R	Female	CSE
20	Mahalakshmi . P	Female	CSE
21	Maheswaran .K.R	Male	CSE
22	Mahjafinnisha.M	Female	CSE
23	Manisha .S	Female	CSE
24	Meena. N	Female	CSE
25	Menaka . N	Female	CSE
26	Nagaraj . R	Male	CSE
27	Nilani.M	Female	CSE
28	Prarthana.S	Female	CSE
29	Shalini . R	Female	CSE
30	Shangavi . R	Female	CSE
31	Shanmugapriya. K	Female	CSE
32	Shifana sheerin . A	Female	CSE
33	Subalakshmi . V	Female	CSE
34	Subha . S	Female	CSE
35	Sugapriya . R	Female	CSE
36	Vijayalakshmi . R	Female	CSE
37	Vimala Karthika . P	Female	CSE
38	Vishnu Priya . V	Female	CSE
39	Kalvi Rayan .B	Male	CSE
40	Mahaprabu. K	Male	CSE
41	Naveenkumar. N	Male	CSE

BSA Corporation Limited

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Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

BSA Corporation Limited



S.No.	Name of the Student	Gender	Department
1	Aashabani, R	Female	ECE
2	Abinaya, D	Female	ECE
3	Ajitha, G	Female	ECE
4	Ajitha, J	Female	ECE
5	Akshayadharshini, G	Female	ECE
6	Anguraj, N	Male	ECE
7	Arockiajara, A	Female	ECE
8	Balaji, K, G	Male	ECE
9	Barani, G	Female	ECE
10	Chellaprabu, A	Male	ECE
11	Christinal Rubavathy, C	Female	ECE
12	Deepa, T	Female	ECE
13	Deepika, R	Female	ECE
14	Devashruthi, R	Female	ECE
15	Devisrinidhi, R	Female	ECE
16	Dhamodharan, A	Male	ECE
17	Dharani, S	Female	ECE
18	Famitha, A	Female	ECE
19	Geetha, J	Female	ECE
20	Gowthamkrishnan, P	Male	ECE
21	Harini, D	Female	ECE
22	Hemalatha, K	Female	ECE
23	Jayalakshmi, G	Female	ECE
24	Kanmani, S	Female	ECE
25	Keerthana, S	Female	ECE
26	Keerthika, K	Female	ECE
27	Kishor, M	Male	ECE
28	Kokila, T	Female	ECE
29	Krishnaprabha, M	Female	ECE
30	Loganathan, K, B	Male	ECE
31	Madhupharkavi, B	Female	ECE
32	Mariavimala, A	Female	ECE
33	Meenatchi Sundaram, P	Male	ECE
34	Nageswari, R	Female	ECE
35	Nandhini, S	Female	ECE
36	Nandhinidevi, S	Female	ECE
37	Nandhini Usha, S	Female	ECE

BSA Corporation Limited

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BSA Corporation Limited



38	Narmmetha, R	Female	ECE
39	Ponjeevitha, G	Female	ECE
40	Prasanth. T	Male	ECE
41	Prashanthi, R	Female	ECE
42	Priyanka, M	Female	ECE
43	Priyanka, P	Female	ECE
44	Priya Venkateswari, M	Female	ECE
45	Ragul, R	Male	ECE
46	Rashika, L	Female	ECE
47	Reshma, S	Female	ECE
48	Sabarinarayanan, V	Male	ECE
49	Sandhiya, D	Female	ECE
50	Sangeetha, M	Female	ECE
51	Sasireka, C	Female	ECE
52	Selvakumar, G	Male	ECE
53	Selvameenakshi, V	Female	ECE
54	Shankar, S	Male	ECE
55	Shanmugapriya, K	Female	ECE
56	Shanmugapriya, V	Female	ECE
57	Shifana, S	Female	ECE
58	Shobanapandi, S	Female	ECE
59	Siddarth, S	Male	ECE
60	Sindhuja, S	Female	ECE
61	Sipriya, R	Female	ECE
62	Sowmiya, J	Female	ECE
63	Sruthi, S	Female	ECE
64	Stephypraba, I	Female	ECE
65	Subhiksha, R.S	Female	ECE
66	Sumithra, R	Female	ECE
67	Surendhar Balaji, B	Male	ECE
68	Thoufeek Ahamed, N	Male	ECE
69	Thulasi Prabha, S	Female	ECE
70	Vanmathi, M	Female	ECE
71	Vasanthkanna, S	Male	ECE
72	Vinoth, V	Male	ECE
73	Vishnupriya, B	Female	ECE
74	Yuventha, D	Female	ECE
75	Brindha, M	Female	ECE
76	Ishwarya, V	Female	ECE
77	Muniyappan, C	Male	ECE

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

BSA Corporation Limited

BSA

78	Jegadheesan, L	Male	ECE
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S.No	Name of the Student	Gender	Department
1	Anitha, K	Female	EEE
2	Azeema, M	Female	EEE
3	Banupriya, N	Female	EEE
4	Deva salomi priyam, R	female	EEE
5	Dharani, N	Female	EEE
6	Gopi, V	Male	EEE
7	Jeyashree, P	Female	EEE
8	Kalaiselvan, N	Male	EEE
9	Kannan, P	Male	EEE
10	Kanniprakash, D	Male	EEE
11	Karthick, A	Male	EEE
12	Malathi, S	Female	EEE
13	Mohan Raj, S	male	EEE
14	Mytheli, S	Female	EEE
15	Preethi, R	Female	EEE
16	Priyadarshini, J	Female	EEE
17	Rishya Dora, S	Female	EEE
18	Saravanan, A	male	EEE
19	Siva Selvam, P	Male	EEE
20	Suba lakshmi, S	Female	EEE
21	Suriya, C, R	Female	EEE
22	Surya, S, R	male	EEE
23	Vijayalakshmi, M. C, S	Female	EEE
24	Yoga Jothi, C	Female	EEE
25	Veerapandi, T	MALE	EEE
26	Vasim akram, S	Male	EEE
27	Gokul, P	Male	EEE
28	Jayakrishnan, S	Male	EEE
29	Ranjith Babu, S	Male	EEE

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in



Scanned with OKEN Scanner

Greetings: Tessolve campus drive at SSM College- Results

Visit www.BTtessolve.com <venkatramanr@tessolve.com>

Med Sci 2018;6:155-161

To SSMET Placment <placement@ssmet.in>

Digitized by srujanika@gmail.com

Congratulations! You have been provisionally selected in our campus recruitment drive.

EEE EEE

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VENKATARAJAN RENGANATHAN,
Venssile Semiconductor Pvt. Ltd.,
Tessolve Semiconductor Pvt. Ltd.,
"Excellence" 5th Floor, No. 104, Race Course Road,
Coimbatore - 641 018, Tamilnadu, India.
Tel : +91-422-221188 **Mobile : 9791221438**
Skype : venkatrajan.22@outlook.com

ORIGINALS YET TO BE RECEIVED

2011.11.18

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E. VIGNESHWAR
T. A. M. D.

EEF-Dept

Wojciech. e.wojciech@gmail.com, Contact: 9003593166
wandee@mail.com, Contact: 21-24258488.



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 29th Sep, 2018

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 24th Sep, 2018

OFFER LETTER

Dear Mr. Arun S.,

With reference to your campus placement drive held at your institution dated 12th Sep, 2018, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. 10th July, 2019 provided that you indicate your acceptance to the same, by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program.

Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within three (3) days of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as Graduate Engineer Trainee (GET). You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of six (6) months. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be ₹.4,12,000/- (Four Lakh Twelve Thousand Only) per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

GO SPEEDY GO, B-36, Chandaika Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888 , www.go-speedy-go.com

Dear Mr. V Vishnu,

With reference to your campus placement drive held at your institution dated 12th Sep, 2018, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous In house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be 10th July, 2019.

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be INR 4,12,000/- (Four Lakh and Twelve Thousand Only) per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be Bhubaneswar (Odisha). Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith, please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,



GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.
Signature of the Candidate
GO SPEEDY GO, B-36, Chandaika Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@gospeedy-go.com , Ph: 7064888888 , www.gospeedy-go.com



Uma Devi, Mr. Gaurav

Ref No: 03/07/2018_07162

Subject: Offer/Cam letter of intent - Training

Date/Ms: U/PShru. U

ESM Institute of Engineering & Technology

CONGRATULATIONS!

We wish a pleasant meeting you at the campus to explore a career opportunity with Go Speedy Co., a unit of Hawk Technologies Pvt Limited. Please find your Offer letter detailing the terms and conditions for your employment with us.

We look forward to your reporting us on / in our corporate office at Bhutanewa. Your file will be Graduate Engineer Trainee in I (Trainee). The Management of Go Speedy Co reserves the right to transfer you on any assignment in any unit/department/associate concern of the Company anywhere in India or Abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provision that your remuneration and other facilities will not be adversely affected.

We at Go Speedy Co welcome you to be the part of our company. We are considering all the details given by you in your resume and references provided and to the best of your knowledge. This offer letter can be withdrawn anytime if any of the details provided in the resume or reference check happens to be negative. Background Verification shall be done in line with the Background Verification policy of the company. Please come prepared with the following soft attested documents to enable us for completing your joining formalities:

1. Profile offert: GET (Graduate Engineer Trainee)
2. Place of Training: Bhutanewa
3. Date of Reporting: 17/09/2018
4. Salary: 4.121 PA. [The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time].
5. Training Fees - This should be paid on the day of reporting at Head Quarter.
6. Please come prepared with the following soft attested documents along with the original for personal verification and to complete the enrollment formalities.

1. ID proof
2. Address proof
3. Credentails from 10+3 results
4. 4 passport size photographs

Further you are required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or other public at large. If found revealing any of the above information, strict disciplinary action shall be taken.

We sincerely look forward for your confirmation on your visit details along with joining date and time for facilitating your joining formalities along with other process related documentation left at hand.

Sincerely yours,



Go Speedy GD
HUMAN RESOURCES

Corporate Office:
34 Charchika Industrial Estate
Villa New D.F.C. Berger,
Opposite to TMT Almi, Udaipur

Regional Office (Karnataka):
#118-24/2 2nd Floor, Sree Bhadravati
Office Centres Building
Opposite to TMT Almi, Udaipur
Sector: 12 (NTPC Colony) Visakhapatnam

GO SPEEDY INDIA LTD.
A Unit of Hawk Technologies Private Limited
Regd. No. 50012013. Certified Company
Registered under SEBI
Ph. +91 7066288887/+91 674-261300
Email: info@gospeedygo.com
www.gospeedygo.com



Letter of Intent

Date 30/01/2019

Dear Vishnu V,

We are pleased to inform that you are being hired for the post of Government Apprenticeship. This letter is intended only as an overview of the potential offer from Vishay Precision Transducers India Private Limited. The detailed terms and conditions of employment will be contained in an offer letter, which may be issued by the company and may contain additional provisions to those herein.

Proposed Stipend : 12000/- Per month + Canteen & Transportation Free

Proposed Date of Joining / Place : Date of joining will be intimated shortly / Factory at Ongadam

We request you to bring the following documents at the time of your joining, as they are mandatory for our records and necessary for the compilation of joining formalities:

- Copy of Class 10th Certificate & Class 12th Certificate & Degree / Graduation certificates.
- Copy of Residence proof
- Copy of Identity Proof (Driving License or Passport or Voter card)
- Copy of Aadhar Card (Mandatory)
- Copy of PAN Card (Mandatory)
- Copy Bank Passbook
- Passport size photographs - 06 Nos

Please note this letter is not an offer or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the company and there is no obligation on the company to do so. An employee-employer relationship between you and company shall be established only upon the company's issuance and your acceptance of a legally binding agreement of employment.

Kindly sign and return a copy of this letter as a token of your acceptance of this expression of intent.

Candidate Signature _____ Recruiter Name: Basirullah, M. R

Please note the candidates who are not reporting on the said joining date their offer will be nullified and stands cancelled. Cannot be compensated further.

Sincerely,
For Vishay Precision Transducers India Pvt Ltd

Basir A.
Manager HR



VLSI Design We Care

An ISO 9001:2015 Certified Company

Regd. Under STPI

Ph: +91 7060538888 / +91 674-265-300

Email: info@go-speedy-go.com

www.gospeedygo.com

Ref. No. GSG/TM/2018/07/12
Subject : Offer Cum Letter of Intent_ Training
Date M/M: 06-Sunil Rajan

ESMT Institute of Engineering & Technology

CONGRATULATIONS!!

It was a pleasure meeting you at the campus to explore a career opportunity with Go Speedy Go, a unit of Next Technologies Pvt Limited. Please find your Offer letter detailing the terms and conditions for your employment with us.

We look forward to you reporting to us on 17/09/2018 in our corporate office at Bhubaneswar. Your title will be Graduate Engineer Trainee in L1 (Trainee). The Management @ Go Speedy Go reserves the right to transfer you on any assignment in any unit / department / associate company of the Company anywhere in India or Abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provisions of your remuneration and other facilities set out and be adversely affected.

We at Go Speedy Go welcome you to be the part of our company. We are considering all the details given by you in your resume and references provided to the best of your knowledge. This offer letter can be withdrawn anytime if any of the details provided in the resume or reference check happens to be negative. Background Verification shall be done in line with the Background Verification Policy of the company. Please come prepared with the following documents to send us for completing your joining formalities:

1. Profile offered: GET (Graduate Engineer Trainee)
2. Place of Training: Bhubaneswar
3. Date of Reporting: 17/09/2018
4. Salary: 4121PA. (The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time).
5. Training Fees - This should be paid on the day of reporting at Head Quarter.
6. Please come prepared with the following self attested documents along with the original for personal verification and to complete the remaining formalities.

1. ID proof
2. Address proof
3. Credential from 10th onwards
4. 4 passport size photographs

Further you are required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or other public at large. If found revealing any of the above information, strict disciplinary action shall be taken.

We sincerely look forward to your confirmation on your visit details along with joining date and time for finalizing your joining formalities along with other process related documentation job at hand.

Sincerely yours,



GO SPEEDY GO
HUMAN RESOURCES



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Letter of Intent

Date 6/20/19

Door Sundarajan K.

We are pleased to inform that you are being hired for the post of Government Apprenticeship. This letter is intended only as an acknowledgement of the potential offer from Visay Precision Transducers India Private Limited. The detailed terms and conditions of employment will be contained in an Offer Letter, which may be issued by the company and may contain additional provisions to those herein.

Proposed Stipend \$12000 Per month + Commute & Transportation Fines

Proposed Date of joining / place
Present Date of joining / place

We request you to bring the following documents at the time of your joining, as they are mandatory for our records and necessary for the completion of joining formalities.

- Copy of Class 10th Certificate & Class 12th Certificate & Degree / Graduation certificates.
 - Copy of Residence proof
 - Copy of Identity Proof (Driving License or Passport or Voter card)
 - Copy of Aadhar Card (Mandatory)
 - Copy of PAN Card (Mandatory)
 - Copy Bank account
 - Passport size photographs - 06 Nos.

Please note this letter is not an offer or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the company and there is no obligation on the company to do so. An employee-employer relationship between you and company shall be established only upon the company's issuance and your acceptance of a legally binding agreement of employment.

Kindly allow me to enclose a copy of this letter as a token of your remembrance of this occasion of interest.

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Please note the candidate who are not reporting on the said joining date the offer will be nullified and stands canceled. Cannot be considered further.

Species of Vireo by Protection Transcussions before and

Baskas A
Manager HR



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 28th Sep, 2018

Dear Mr. Sundar Rajan,

With reference to your campus placement drive held at your institution dated 12th Sep, 2018, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house Technical class room Training followed by two months of on the Job Training (OJT).

Your DOJ will be 10th July, 2019.

Post completion of your successful training period as mentioned here-in, on absorption as a Trainer, your CTC cost to company will be INR 4,12,000/- (Four Lakh and Twelve Thousand Only) per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be Bhubaneswar (Odisha). Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Please sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,



GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

K. S. Rajan
Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7054888888, www.go-speedy-go.com,



You Deliver, We Care

Fax: No. GSCTM/2018/09/2018/2

Satisfied, Offer Comm. Letter of Intent - Training

P. Jarami

SSM Institute of Engineering & Technology

CONGRATULATIONS!!

It was a pleasure meeting you at the campus to explore a career opportunity with Go Speedy Go, a unit of Fleet Technologies Pvt Limited. Please find your Offer letter detailing the terms and conditions for your employment with us.

We look forward to you reporting us on 17/07/2018 in our corporate office at Bengaluru. Your role will be Graduate Engineer Trainee in IT (Trainee). The Management @ Go Speedy Go reserves the right to transfer you on any assignment in any unit / department / associate concern of the Company @ wherever in India or Abroad, as it may consider necessary, in its absolute discretion, from time to time subject to the provisions that your remuneration and other facilities will not be adversely affected.

We at Go Speedy Go welcome you to be the part of our company. We are considering all the details given by you in your resume and references provided are to the best of your knowledge. This offer letter can be withdrawn anytime if any of the details provided in the resume or reference check happens to be negative. Background Verification shall be done in line with the Background Verification Policy of the company.

Please come prepared with the following documents to enable us for completing your joining formalities:

1. Profile sheet: GET (Graduate Engineer Trainee)
2. Place of Training: Bengaluru
3. Date of Reporting: 17/07/2018
4. Salary: 412 LPA. (The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time).
5. Training Fees - This should be paid on the day of reporting at Head Quarter.
6. Please come prepared with the following self attested documents along with the original for personnel verification and to complete the enrollment formalities.
 1. ID proof
 2. Address proof
 3. Credentails from 1st onwards
 4. 4 passport size photographs

Further you are required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or other public at large. If found revealing any of the above information, strict disciplinary action shall be taken.

We sincerely look forward for your confirmation on your visit details along with joining date and time for facilitating your joining formalities along with other process related documentation job at hand.

Sincerely yours,



GO SPEEDY GO
HUMAN RESOURCES

[A Unit of Fleet Technologies Pvt. Ltd. Limited]
An ISO 9001:2008 Certified Company
Registered under SSI
Ph: +91-9645000001/+91-675-255-300
Email: info@go-speedygo.com
www.go-speedygo.com

Regional Office (Andhra Pradesh):
51-115-2412, 2nd Floor, Novel Office Complex Building,
Sector-1, Mysore Main, Ujjain
Andhra Pradesh-533001

Regional Office (Karnataka):
E92, 1st Floor, Novel Office Complex Building,
Corporate I, Mysore Main, Ujjain
Karnataka-560009

Corporate Office:
36 Chennakesava Estate
Kota Road, D.S.C. Colony
Mysore, Karnataka-570024



Letter of Intent

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Dear Virtual Kunig.

We are pleased to inform that you are being hired for the post of Government Apprenticeship. This letter is intended only as an overview of the potential offer from Vishay Precision Transducers India Private Limited. The detailed terms and conditions of employment will be communicated in an offer letter, which may be issued by the company and may contain additional provisions to those herein.

Brooksfield, Stamford : 1200m Per month + Cashman & Transportation Expenses

DRAFT - PROPOSED CHANGES TO THE COMMERCIAL BUILDING ENERGY CODE

We request you to bring the following documents at the time of your joining, as they are mandatory for our records and necessary for the completion of bining formalities.

- Copy of Class 10th Certificate & Classes 11th& 12th Certificate & Degree / Graduation certificates.
 - Copy of Residence proof
 - Copy of Proof of Identity (Driving License or Passport or Voter card)
 - Copy of Aadhar Card (Mandatory)
 - Copy of PAN Card (Mandatory)
 - Only Bare Passport
 - Passport size photographs - 06 Nos.

Please note this letter is not an offer or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the company and there is no obligation on the company to do so. An employee-employer relationship between you and company shall be established only upon the company's issuance and your acceptance of a legally binding agreement of

Dienstleister: Name und Adresse

Buch der Wissenskultur 19

Please note the candidate who are not reporting on the said joining date the offer will be nullified and stands cancellation. Cannot be considered further.

Singerly

For Vishay Precision Transducers India Pvt Ltd

 Biju K. A.
 Sales Manager MR



Letter of Intent

Date 31/07/2019

Dear Vivek Kumar G,

We are pleased to inform that you are being hired for the post of Government Apprenticeship. This letter is intended only as an overview of the potential offer from Vishay Precision Transformers India Private Limited. The detailed terms and conditions of employment will be contained in an offer letter, which may be issued by the company and may contain additional provisions to those herein.

Proposed Stipend : 12000 Per month + Commens & Transportation Free

Proposed Date of Joining / Place : Date of joining will be informed shortly / Factory at Ongoleam

We request you to bring the following documents at the time of your joining, as they are mandatory for our records and necessary for the compilation of joining formalities.

- Copy of Class 10th Certificate & Class 12th Certificate & Degree / Graduation certificates.
- Copy of Residence proof
- Copy of Identity Proof (Driving License or Passport or Voter card)
- Copy of Aadhar Card (Mandatory)
- Copy of PAN Card (Mandatory)
- Copy Bank Passbook
- Passport size photographs - 06 Nos

Please note this letter is not an offer or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the company and there is no obligation on the company to do so. An employee-employer relationship will be established only upon the company's issuance and your acceptance of a legally binding agreement of employment!

Please sign and return a copy of this letter as a token of your acceptance of this expression of interest.

Candidate Signature: _____ Recruiter Name: Birendra Singh, M. R

Please note the candidate who are not reporting on the said joining date the offer will be nullified and standards cancelled. Cannot be compensated further.

Sincerely,
For Vishay Precision Transformers India Pvt Ltd

Birendra Singh
Manager HR

CONGRATULATORY INDIA PRIVATE LTD

Date:

Placements Officer,
SSM Engineering College,
Doddigal.

Dear Sir,

Congratulations. With reference to the interview conducted SSM Engineering College, Doddigal
the following candidates are selected for our CTCBPL lottery draw. We kindly request you
candidate should join our organization on or before July 2014.

SNo	Name of the Student	Dept
1	Anto Habib J	EE
2	Bablu J	EE
3	Shivath Pervaramy S	EE
4	Jeaswarya J	EE
5	Karupiah M	EE
6	Naveeth J	EE
7	Civil Yash J	EE
8	Karthick Ishaq SK	EC
9	Pravin Kumar V	EC
10	Prakash Raj M	EC
11	Sehjpal M	EC
12	Ganesh V	EC
13	Sesha Joice P	EC
14	Sathya T	EC
15	Silky Agnes J	EC
16	Sowmalika M	EC
17	Somesh T	Mech
18	NaVaneethan SS	Mech
19	Utkalendu T	Fresh
20	Aschok Kumar K	Mech

Congratulatory India Pvt Ltd

H.R. Head