



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

TO WHOMSOEVER IT MAY CONCERN

This to certify that the lists of students placed during the academic year 2018 - 2019 are given below:

| S.No | Name of student placed with his/her contact details | Programme Completed | Name of the employer with contact details | Pay package at the time of appointment |
|------|---|---------------------|--|--|
| 1 | Anbarasi Selvakumar 820815106008@egspec.org | ECE | TCS careers@tcs.com | 3.36 LPA |
| 2 | Kiruthiga R 820815106041@egspec.org | ECE | TCS careers@tcs.com | 3.36 LPA |
| 3 | Revathi N 820815106085@egspec.org | ECE | TCS careers@tcs.com | 3.36 LPA |
| 4 | S.Sinthiya 820815205031@egspec.org | IT | TCS careers@tcs.com | 3.36 LPA |
| 5 | S.Viveyan 820815205039@egspec.org | IT | TCS careers@tcs.com | 3.36 LPA |
| 6 | MANIKANDAN A 820815114050@egspec.org | MECH | TCS careers@tcs.com | 3.36 LPA |
| 7 | Vijay R 820815105043@egspec.org | EEE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 8 | Bhuvaneshwari .M 820815105304@egspec.org | EEE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 9 | Naveen Prasath.R 820815105307@egspec.org | EEE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 10 | Siva P 820815105030@egspec.org | EEE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 11 | Anusuya M 820815106009@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai

(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|----|--|-----|--|---------|
| 12 | Dhanalakshmi J 820815106020@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 13 | Karpagam K 820815106033@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 14 | Kayalvizhi S 820815106038@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 15 | Menal A 820815106050@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 16 | Nanthini N 820815106056@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 17 | Preethi N 820815106065@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 18 | Rajakumar A 820815106071@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 19 | Santhiya S A 820815106088@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 20 | Shivashankari N 820815106091@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 21 | Suvedha M 820815106101@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 22 | Vimal Raj S 820815106110@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 23 | Subasri. V 820815106307@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 24 | Prasanth. P 820815106901@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 25 | DHIVYA D 820815106021@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai

(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|----|--|-----|---|---------|
| 26 | KARPAGAVALLI 820815106034@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 27 | MANIMARAN K 820815106045@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 28 | POONTHAMIZHAN P 820815106063@egspec.org | ECE | Hifetch Telecom Solutions skp@hifetchtelecom.in | 3.2 LPA |
| 29 | Jeevitha S 820815106029@egspec.org | ECE | EmbedUR info@embedur.com | 3 LPA |
| 30 | Abirami M 820815106002@egspec.org | ECE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 31 | Amirthaeswary M 820815106006@egspec.org | ECE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 32 | Ajithra M 820815106005@egspec.org | ECE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 33 | DEVADHARSINI R 820815106017@egspec.org | ECE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 34 | HAJA BADURUDEEN M G 820815106026@egspec.org | ECE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 35 | MENAL A 820815106050@egspec.org | ECE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 36 | Kaviyarasan R 820815105012@egspec.org | EEE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 37 | Mohamed Abdul Kader K 820815105016@egspec.org | EEE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 38 | Praveen Kumar S 820815105019@egspec.org | EEE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |
| 39 | Priyadhrshini M 820815105021@egspec.org | EEE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectroni cs.com | 2.8 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|----|---|---------|---|----------|
| 40 | Ranjith M 820815105025@egspec.org | EEE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielelectroni cs.com | 2.8 LPA |
| 41 | Sanjeevi C 820815105028@egspec.org | EEE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielelectroni cs.com | 2.8 LPA |
| 42 | KALAIVANI K E17PEF007@egspec.org | M.E EEE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielelectroni cs.com | 2.8 LPA |
| 43 | MIDULA N E17PEF009@egspec.org | M.E EEE | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielelectroni cs.com | 2.8 LPA |
| 44 | Hameed Sulthan Maricar M 820815104026@egspec.org | CSE | VueData info@vuedata.com | 2.8 LPA |
| 45 | Thavithu Raja J 820815104083@egspec.org | CSE | VueData info@vuedata.com | 2.8 LPA |
| 46 | Elavarasan A 820815106023@egspec.org | ECE | VueData info@vuedata.com | 2.8 LPA |
| 47 | Ranjith D 820815106084@egspec.org | ECE | VueData info@vuedata.com | 2.8 LPA |
| 48 | Tamilselvan K 820815106106@egspec.org | ECE | | 2.8 LPA |
| 49 | ABINAYA A E17BAR002@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@rettech.com | 2.76 LPA |
| 50 | BAKKIYAVATHI S E17BAR007@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@rettech.com | 2.76 LPA |
| 51 | BUCHIYA A E17BAR009@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@rettech.com | 2.76 LPA |
| 52 | MANIBALA A E17BAR032@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@rettech.com | 2.76 LPA |
| 53 | PONNARASU S E17BAR051@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@rettech.com | 2.76 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|----|--|-----|---|----------|
| 54 | POONGUZHALI K R E17BAR052@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@retech.com | 2.76 LPA |
| 55 | SARUMATHY G E17BAR078@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@retech.com | 2.76 LPA |
| 56 | SATHISH KUMAR S E17BAR079@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@retech.com | 2.76 LPA |
| 57 | SIVA KUMAR.R E17BAR080@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@retech.com | 2.76 LPA |
| 58 | BOOPATHI RAJAN TE17BAR008@egspec.org | MBA | Retech Solutions Pvt. Ltd.hr@retech.com | 2.76 LPA |
| 59 | EZHILARASI S E17BAR012@egspec.org | MBA | Retech Solutions Pvt. Ltd. hr@retech.com | 2.76 LPA |
| 60 | Kavashkar. S 820815104035@egspec.org | CSE | Wegot support@wegot.in | 2.75 LPA |
| 61 | Priadharshini R 820815104057@egspec.org | CSE | Wegot support@wegot.in | 2.75 LPA |
| 62 | Sajee.C 820815104063@egspec.org | CSE | Wegot support@wegot.in | 2.75 LPA |
| 63 | MATHANNARAYANANSAM Y P 820815104044@egspec.org | CSE | Wegot support@wegot.in | 2.75 LPA |
| 64 | N.Anusuya 820815205001@egspec.org | IT | Wegot support@wegot.in | 2.75 LPA |
| 65 | G.Gunavathi 820815205303@egspec.org | IT | Wegot support@wegot.in | 2.75 LPA |
| 66 | Arulmary A 820815104009@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 67 | R.Bhuvaneshwari 820815104012@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai

(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|----|--|---------|---|----------|
| 68 | Geetha.R 820815104022@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 69 | Karthi. L 820815104031@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 70 | Priyadharshini. P 820815104056@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 71 | Sandhiya S 820815104065@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 72 | Yamuna.R 820815104090@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 73 | ARUNKUMAR R 820815104011@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 74 | KARTHIKAYANI S 820815104034@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 75 | PRIYANGA C 820815104058@egspec.org | CSE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 76 | Dhivya D 820815106021@egspec.org | ECE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 77 | Sathia S 820815106089@egspec.org | ECE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 78 | LASHMI S 820815106042@egspec.org | ECE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 79 | B.Dhashanakumar 820815205006@egspec.org | IT | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 80 | M.Vasumathi 820815205036@egspec.org | IT | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 81 | AMALAVANI G D E17COF001@egspec.org | M.E ECE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai

(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|----|--|---------|---|----------|
| 82 | RAJALAKSHMI R E17COF013@egspec.org | M.E ECE | Ysquare Technology careers@ysquaretechnology.com | 2.75 LPA |
| 83 | Mehajbin R 820815106049@egspec.org | ECE | Jasmine Infotech contact@jasmineinfotech.org | 2.75 LPA |
| 84 | DEVAHI S E17BAR010@egspec.org | MBA | Vee Technologies career@vee.in | 2.7 LPA |
| 85 | KIRUTHIKA.M E17BAR024@egspec.org | MBA | Vee Technologies career@vee.in | 2.7 LPA |
| 86 | Praveen G E17BAR056@egspec.org | MBA | Vee Technologies career@vee.in | 2.7 LPA |
| 87 | Praveenkumar R E17BAR058@egspec.org | MBA | Vee Technologies career@vee.in | 2.7 LPA |
| 88 | RAJESHWARI.C E17BAR066@egspec.org | MBA | Vee Technologies career@vee.in | 2.7 LPA |
| 89 | SABIYA D E17BAR069@egspec.org | MBA | Vee Technologies career@vee.in | 2.7 LPA |
| 90 | Aswitha R 820815106011@egspec.org | ECE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 91 | Arunkumar T 820815105003@egspec.org | EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 92 | Dharmarajan V 820815105005@egspec.org | EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 93 | Eniyavan V 820815105007@egspec.org | EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 94 | Gurubaran S 820815105008@egspec.org | EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 95 | Jegadeesh S 820815105010@egspec.org | EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |

ATTESTED


Dr. S. RAMARAJAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thathi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|---------|---|----------|
| 96 | Vishvaraj C 820815105047@egspec.org | EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 97 | Bhuvaneshwaran N 820815105004@egspec.org | EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 98 | Sriramm R M 820815105034@egspec.org | EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 99 | ANITHA V E17PEF001@egspec.org | M.E EEE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 100 | Karthik Raja V 820815106701@egspec.org | ECE | Sadhaya Telecom info@sadhayatelecom.in | 2.67 LPA |
| 101 | Divya M 820815104020@egspec.org | CSE | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |
| 102 | Indira. N 820815104027@egspec.org | CSE | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |
| 103 | Mangaiyarkarasi .G 820815104042@egspec.org | CSE | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |
| 104 | Sangavi K 820815104066@egspec.org | CSE | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |
| 105 | Sathiya Lakshmi M 820815104070@egspec.org | CSE | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |
| 106 | AISHWARYA S 820815104003@egspec.org | CSE | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |
| 107 | SANDHIYA L 820815104305@egspec.org | CSE | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |
| 108 | M.Premica 820815205023@egspec.org | IT | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |
| 109 | G.Sasikala 820815205030@egspec.org | IT | Navatron IT Solutions markgibran@navatronitsoluti on.com | 2.6 LPA |

ATTESTED


Dr. S. RAMARAJAN, M.E., Ph.D.
PRINCIPAL

E.G.S. Pillay Engineering College,
Nagapattinam - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|---------|---|----------|
| 110 | S.Yamuna 820815205040@egspec.org | IT | Navatron IT Solutions markgibran@navatronitsolutions.com | 2.6 LPA |
| 111 | S.Mohamed Bruhanudeen 820815205701@egspec.org | IT | Navatron IT Solutions markgibran@navatronitsolutions.com | 2.6 LPA |
| 112 | ANJALI K P E17CPF002@egspec.org | M.E CSE | Navatron IT Solutions markgibran@navatronitsolutions.com | 2.6 LPA |
| 113 | BIRUNTHA B E17CPF005@egspec.org | M.E CSE | Navatron IT Solutions markgibran@navatronitsolutions.com | 2.6 LPA |
| 114 | VINOTHINI K E17CPF018@egspec.org | M.E CSE | Navatron IT Solutions markgibran@navatronitsolutions.com | 2.6 LPA |
| 115 | ABINAYA R 820815104002@egspec.org | CSE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 116 | Maheswari.S 820815104041@egspec.org | CSE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 117 | Preethi S 820815104054@egspec.org | CSE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 118 | Sangeetha. M 820815104067@egspec.org | CSE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 119 | Sridevi. R 820815104306@egspec.org | CSE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 120 | Santhosh Kumar M 820815105029@egspec.org | EEE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 121 | Siva S 820815105031@egspec.org | EEE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 122 | Sriram V 820815105033@egspec.org | EEE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 123 | Thirumalai Rajan S 820815105037@egspec.org | EEE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |

ATTESTED

Dr. S. RAMASALAN, M.E., Ph.D.,

PRINCIPAL

E.G.S. Pillay Engineering College,

Thathi, Nagapattinam - 611 002

Nagapattinam (Dt) Tamil Nadu



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|---------|--|----------|
| 124 | Vignesh S 820815105041@egspec.org | EEE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 125 | Praveen V 820815105018@egspec.org | EEE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 126 | Abdul Basik Sahib .S 820815105301@egspec.org | EEE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 127 | PAVITHRA M E17PEF010@egspec.org | M.E EEE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 128 | Ramya T 820815106082@egspec.org | ECE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 129 | Sneha K 820815106093@egspec.org | ECE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 130 | Suganya P 820815106099@egspec.org | ECE | Bairav Tech aarya4u@bairavtech.in | 2.44 LPA |
| 131 | AJAY B 820815103005@egspec.org | CIVIL | CADeploy Engineering Pvt Ltd. Careers@cadeploy.com | 2.4 LPA |
| 132 | MAHADEVAN M 820815103045@egspec.org | CIVIL | CADeploy Engineering Pvt Ltd. Careers@cadeploy.com | 2.4 LPA |
| 133 | RAJAN INDIRA KUMAR A 820815103067@egspec.org | CIVIL | CADeploy Engineering Pvt Ltd. Careers@cadeploy.com | 2.4 LPA |
| 134 | RADHAKRISHNAN.G 820815103309@egspec.org | CIVIL | CADeploy Engineering Pvt Ltd. Careers@cadeploy.com | 2.4 LPA |
| 135 | Abinaya.k 820815104001@egspec.org | CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 136 | Arthi. G 820815104008@egspec.org | CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 137 | Aruna devi P 820815104010@egspec.org | CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,

Thiruthurai, Tamil Nadu,

Nagapattinam (Dist) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|---------|--|----------|
| 138 | Gunachitra G 820815104024@egspec.org | CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 139 | Mahalakshmi R 820815104039@egspec.org | CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 140 | M.Lavanya 820815104038@egspec.org | CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 141 | MANIKANDAN P 820815104043@egspec.org | CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 142 | G.Pravin 820815205022@egspec.org | IT | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 143 | ABARANADEV I B E17CPF001@egspec.org | M.E CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 144 | SRILEKHA K E17CPF015@egspec.org | M.E CSE | Sensiple Software Solutions Pvt Ltd info@sensiple.com | 2.4 LPA |
| 145 | AISHWARYA. U820816621301@egspec.org | MCA | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 146 | KANMANI. KC 820816621316@egspec.org | MCA | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 147 | KATHIRAVAN U 820816621318@egspec.org | MCA | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 148 | SOWDARIYA D B 820816621350@egspec.org | MCA | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 149 | LAKSHMMI MONICCA. S 820816621321@egspec.org | MCA | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 150 | MANIKANDAN. K 820816621323@egspec.org | MCA | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 151 | MUTHU S M 820816621329@egspec.org | MCA | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|------|---|----------|
| 152 | M.Dhivya 820815104018@egspec.org | CSE | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 153 | Janarthanam V 820815104028@egspec.org | CSE | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 154 | Sindhujia.J 820815104072@egspec.org | CSE | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 155 | Thiripurasundari M 820815104085@egspec.org | CSE | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 156 | Surya. V 820815104307@egspec.org | CSE | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 157 | DHARMAKAVIRAJ B 820815104016@egspec.org | CSE | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 158 | KAVIYAZHAGAN G 820815104036@egspec.org | CSE | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 159 | UMA V 820815104086@egspec.org | CSE | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 160 | S.Raghuraman 820815205027@egspec.org | IT | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 161 | G.R.Sowmiya 820815205032@egspec.org | IT | Raxion Innovations ra.hr@raxioninnovation.com | 2.28 LPA |
| 162 | ABISHIEK R 820815114003@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 163 | ANANDHAPRIYADARSHAN M 820815114012@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 164 | EZHILARASAN N 820815114032@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 165 | IYAPPAN S 820815114038@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thathi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|------|---|---------|
| 166 | MOHAMED IKRAM M 820815114058@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 167 | MURALI 820815114065@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 168 | PRAKASH 820815114070@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 169 | PUGAZHENTHI 820815114075@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 170 | RAAKESH 820815114076@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 171 | RAMPRAKASH 820815114084@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 172 | RANJITH (30.09.1997) 820815114085@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 173 | SRINIVASAN 820815114102@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 174 | STANLEY820815114103@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 175 | SURIYA 820815114104@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 176 | VIJAYAN 820815114116@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 177 | HARIHARAN R 820815114306@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 178 | NAINAMOHAMED A 820815114309@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 179 | ARAVINDH D 820815114014@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thothur, Nagapattinam - 611 002,
Nagapattinam (Tamil Nadu).



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-------|---|---------|
| 180 | GOWTHAMAN K 820815114033@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 181 | MANIKANDAN T 820815114052@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 182 | SHAKILAN S 820815114315@egspec.org | MECH | Cluster Technologies info@clustertechnologies.in | 2.2 LPA |
| 183 | KABILANRAJ R 820815103034@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 184 | KAVIYARASAN G 820815103042@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 185 | MANIKANDAN K 820815103047@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 186 | MUTHARASAN M 820815103057@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 187 | RAVINTHRAPRASATH R 820815103070@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 188 | SIVASANKARAN D 820815103077@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 189 | VETRIVEL R 820815103093@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 190 | VIJAYAN S 820815103098@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 191 | R.ARUN KUMAR 820815103302@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 192 | S.MATHAN 820815103307@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |
| 193 | SHAHAISHAK 820815103703@egspec.org | CIVIL | Modern Builders modernooviyan@gmail.com | 2.2 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)


NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|------|---|---------|
| 194 | YOGESH K 820815114118@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 195 | MUNIYASAMY P 820815114308@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 196 | ABDUL KATHER A 820815114001@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 197 | AMRESHPIRVEEN A 820815114011@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 198 | DINESH R (20.05.1998) 820815114029@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 199 | KABILAN R 820815114040@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 200 | KAVIMANI M 820815114046@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 201 | MUGESH 820815114062@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 202 | PREETHAN 820815114074@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 203 | RAMESH820815114082@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 204 | VEERAMANI 820815114109@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 205 | VENKATESH 820815114111@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 206 | AVINASH A 820815114303@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 207 | PURUSHOTHAMAN A 820815114311@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Theini, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|-------|--|---------|
| 208 | SOWNTHER 820815114317@egspec.org | MECH | Cluster Wings contact@clusterwings.com | 2.2 LPA |
| 209 | ELAKKIYA E 820815103021@egspec.org | CIVIL | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 210 | KAMALI R 820815103037@egspec.org | CIVIL | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 211 | SASI M 820815103073@egspec.org | CIVIL | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 212 | A.ANBUKANI 820815104006@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 213 | R.DEVI 820815104015@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 214 | Kalaimani K 820815104029@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 215 | Oviya. K 820815104051@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 216 | Rajalakshmi.G 820815104060@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 217 | Sabitha.S 820815104062@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 218 | Sivadharani.R 820815104074@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 219 | Swathi. S 820815104081@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 220 | Vinothini T 820815104089@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 221 | Kalaimozhi. S 820815104301@egspec.org | CSE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |

ATTESTED


Dr. S. RAMADALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.




E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-----|--|---------|
| 222 | Elanchezhyan P 820815106022@egspec.org | ECE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 223 | Jayaprakash S 820815106028@egspec.org | ECE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 224 | Kaviya T 820815106037@egspec.org | ECE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 225 | Poonthamizhan P 820815106063@egspec.org | ECE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 226 | Rajasri A 820815106073@egspec.org | ECE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 227 | Kalaiyarasi. K 820815106501@egspec.org | ECE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 228 | Roja C 820815105026@egspec.org | EEE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 229 | Subalakshmi S 820815105035@egspec.org | EEE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 230 | Vijila V 820815105045@egspec.org | EEE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 231 | Venkadaramanan A 820815105039@egspec.org | EEE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 232 | Akilan.E820815105303@egspec.org | EEE | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 233 | A.Deepalakshmi 820815205004@egspec.org | IT | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 234 | P.Lakshmi 820815205017@egspec.org | IT | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 235 | Punitha 820815205026@egspec.org | IT | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Thathi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|------|--|---------|
| 236 | P.Sarona 820815205303@egspec.org | IT | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 237 | AJAY R 820815114004@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 238 | DEEPAN A 820815114025@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 239 | KALAIPERIYAN K 820815114042@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 240 | MOHAMED AMEER S 820815114055@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 241 | RIYAS AHAMED 820815114088@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 242 | VENGATESAN 820815114110@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 243 | SAKTHIVEL 820815114702@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 244 | DEVARAJ S 820815114026@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 245 | JERMIN ALBERT J 820815114039@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 246 | VIGNESH S 820815114319@egspec.org | MECH | Institute of Language Management Pvt Ltd admin@ilmindia.com | 2.1 LPA |
| 247 | Arjunan R 820815106010@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 248 | Balakrishnan D 820815106012@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 249 | Kanimozhi S 820815106032@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Tamil Nadu - 611 002.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|---------|---|---------|
| 250 | Karthika R 820815106035@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 251 | Mathivanan K 820815106047@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 252 | Nanda Kumar U 820815106055@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 253 | Neelaveni V 820815106058@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 254 | Preethi P 820815106066@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 255 | Prithi P 820815106069@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 256 | Rajesh P 820815106077@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 257 | Sridevi A 820815106094@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 258 | Swathini R 820815106103@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 259 | Yuvasri R 820815106111@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 260 | GUNAVATHI P 820815106025@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 261 | KATHARIN PRIYA F820815106036@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 262 | RANJANI A 820815106083@egspec.org | ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 263 | DEVI PRIYANKA K G E17COF005@egspec.org | M.E ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |

ATTESTED


Dr. S. RAJAVELAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thekkumkudi - 611 002,
Nagapattinam, Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|---------|---|----------|
| 264 | KASTHURI K E17COF009@egspec.org | M.E ECE | Joules Quare saradavid@joulesquare.co.in | 2.1 LPA |
| 265 | Dhivyabarathi M 820815104019@egspec.org | CSE | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 266 | Kalaiyarasi. K 820815104030@egspec.org | CSE | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 267 | Natarajan. A 820815104048@egspec.org | CSE | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 268 | Pavithra. R 820815104052@egspec.org | CSE | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 269 | Tamilarasan V 820815106104@egspec.org | ECE | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 270 | Deepika. S 820815106303@egspec.org | ECE | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 271 | ELAVARASI.M 820816621309@egspec.org | MCA | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 272 | JAYAPRIYA. N 820816621315@egspec.org | MCA | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 273 | KIRUTHIKA. S 820816621320@egspec.org | MCA | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 274 | MEENA. N 820816621326@egspec.org | MCA | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 275 | SRUTHI.S 820816621351@egspec.org | MCA | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 276 | SUREKA. R 820816621353@egspec.org | MCA | Srihari Infotech avantika@srihariinfotech.com | 2.1 LPA |
| 277 | Desiga K 820815104014@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,

PRINCIPAL

E.G.S. Pillay Engineering College,

Thethi, Nagore - 611 002,

Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-----|---|----------|
| 278 | Karthika.M 820815104032@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 279 | Mahalakshmi.R 820815104040@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 280 | Ragaranjani. R 820815104059@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 281 | Sargunam T 820815104069@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 282 | Sobika R 820815104076@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 283 | Suvithan.V 820815104079@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 284 | Swathi. P 820815104080@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 285 | Thamizhselvi.T 820815104082@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 286 | MEENA T 820815104045@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 287 | SIVA T 820815104073@egspec.org | CSE | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 288 | Devipriyanga T 820815205005@egspec.org | IT | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 289 | S.Priyanga 820815205025@egspec.org | IT | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 290 | G.Thamizhkodi 820815205035@egspec.org | IT | InstaQ Soft Solutions nandita@instaqssoftsolutions.com | 1.98 LPA |
| 291 | Aboorva D 820815106003@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |

ATTESTED

Dr. S. RAMA BALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai

(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-----|---|---------|
| 292 | Bhavadharani E 820815106015@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 293 | Jamuna R 820815106027@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 294 | Parkavi P 820815106059@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 295 | Pooja R 820815106062@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 296 | Preethi R 820815106067@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 297 | Subasree E 820815106095@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 298 | Suriya Kumar K 820815106100@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 299 | Vijay A 820815106109@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 300 | Madhavi. S 820815106304@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 301 | MEENA R 820815106048@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 302 | PRIYANGA R 820815106070@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 303 | SANTHIYA S A 820815106088@egspec.org | ECE | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 304 | ABILA B E17BAR001@egspec.org | MBA | Raxion Innovations ra.hr@raxioninnovation.com | 1.9 LPA |
| 305 | MOHAMED RISWAN.M E17BAR038@egspec.org | MBA | Raxion Innovations ra.hr@raxioninnovation.com | 1.9 LPA |

ATTESTED

Dr. S. RAMARAJAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|-----|--|---------|
| 306 | PREETHI J E17BAR059@egspec.org | MBA | Raxion Innovations ra.hr@raxioninnovation.com | 1.9 LPA |
| 307 | SANGAVI.K E17BAR071@egspec.org | MBA | Raxion Innovations ra.hr@raxioninnovation.com | 1.9 LPA |
| 308 | MADHUMATHY B E17BAR028@egspec.org | MBA | Shirikshi Electronics Pvt Ltd vigneshraj@shirikshielectronics.com | 1.9 LPA |
| 309 | N.MEGANATHAN 820816621002@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 310 | GUNAVATHI R 820816621311@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 311 | JANCE JOHN. J 820816621314@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 312 | KEERTHANA. K 820816621319@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 313 | SOWMIYA P 820816621349@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 314 | SRUTHI.S 820816621351@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 315 | R.SWATHI 820816621004@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 316 | MAHESHWARAN K 820816621322@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 317 | RADHIKA. J 820816621338@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 318 | ELAVARASIM 820816621309@egspec.org | MCA | Widhai Techno Soft rangarajan@widhaitechno.co.in | 1.9 LPA |
| 319 | KARTHIGA L820816621317@egspec.org | MCA | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.8 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thattai, Nagapattinam - 611 002,
Nagapattinam (Dt) Tamil Nadu.




E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-------|---|---------|
| 320 | THIYAGARAJAN. S 820816621354@egspec.org | MCA | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.8 LPA |
| 321 | ARAVINDAN R 820816621303@egspec.org | MCA | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.8 LPA |
| 322 | MARIO CARO JANUVARIS H 820816621324@egspec.org | MCA | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.8 LPA |
| 323 | ARCHANA. D 820816621304@egspec.org | MCA | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.8 LPA |
| 324 | RAJASRI R 820815103068@egspec.org | CIVIL | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 325 | SIVASANKARAN S 820815103078@egspec.org | CIVIL | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 326 | VIGNESHRAJ S 820815103095@egspec.org | CIVIL | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 327 | MOHAMED ABIDEEN N 820815103705@egspec.org | CIVIL | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 328 | Ajay 820815104004@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 329 | Elakkia G 820815104021@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 330 | Hadjinisa. M 820815104025@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 331 | Karthika S 820815104033@egspec.org | CSE | Focus Educatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 332 | Nivetha N 820815104050@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 333 | Sakthivel C 820815104064@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi - 611 002,
Nagapattinam, Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-----|---|---------|
| 334 | Sivathanusu P 820815104075@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 335 | Subasri T 820815104078@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 336 | ARAVINTH R 820815104007@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 337 | DHEVASENA R M 820815104017@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 338 | KOWSALYA S 820815104037@egspec.org | CSE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 339 | Abarna S 820815106001@egspec.org | ECE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 340 | Devanandham V 820815106018@egspec.org | ECE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 341 | Keerthana S 820815106039@egspec.org | ECE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 342 | Mariyappan K 820815106046@egspec.org | ECE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 343 | Mohamed Afridi M 820815106051@egspec.org | ECE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 344 | Pasumai G 820815106060@egspec.org | ECE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 345 | Priyanga R 820815106070@egspec.org | ECE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 346 | Vanthiya Devan M 820815106107@egspec.org | ECE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 347 | Jansirani V 820815105009@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-----|---|---------|
| 348 | Karthikraja K 820815105011@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 349 | Madhan Babu J 820815105015@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 350 | Mohammed Nazim .M 820815105017@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 351 | Premchandhar C 820815105020@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 352 | Sakthibalan P 820815105027@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 353 | Sivakumar S 820815105032@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 354 | Venkadesh R 820815105040@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 355 | Vijayan M P 820815105044@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 356 | Vimanivel V 820815105046@egspec.org | EEE | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 357 | S.Durgadevi 820815205009@egspec.org | IT | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 358 | Jayachandran C 820815205012@egspec.org | IT | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 359 | P.Jayasurya 820815205013@egspec.org | IT | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 360 | Kabilan S 820815205014@egspec.org | IT | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 361 | G.PARVATHAVARTHINI 820815205021@egspec.org | IT | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |

ATTESTED

Dr. S. RAMA BALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|------|---|---------|
| 362 | R.Rajaraman 820815205028@egspec.org | IT | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 363 | S.Sruthi 820815205033@egspec.org | IT | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 364 | E.Ramya 820815205501@egspec.org | IT | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 365 | AKASHJANSLE A 820815114007@egspec.org | MECH | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 366 | DAKSHINAMOORTHY M 820815114024@egspec.org | MECH | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 367 | IYAPPAN D 820815114037@egspec.org | MECH | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 368 | MOHAMEDRIFAZ R 820815114059@egspec.org | MECH | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 369 | RAJARAJAN 820815114079@egspec.org | MECH | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 370 | SURYA 820815114106@egspec.org | MECH | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 371 | Balakumaran R 820815106013@egspec.org | ECE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 372 | Kalaivanan C 820815106030@egspec.org | ECE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 373 | Kesavan M 820815106040@egspec.org | ECE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 374 | Mohamed Ibunudeen A 820815106052@egspec.org | ECE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 375 | Rajeev J 820815106075@egspec.org | ECE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E. Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thiruvalluvar Street, Nagapattinam - 611 002,
Tamil Nadu.

Nagapattinam

Tamil Nadu




E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|---------|--|---------|
| 376 | MOHAMED AFRIDI M 820815106051@egspec.org | ECE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 377 | Arunachalam M 820815105002@egspec.org | EEE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 378 | Rajesh Kumar R 820815105023@egspec.org | EEE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 379 | Sugan D 820815105036@egspec.org | EEE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 380 | Agathiyan S 820815105302@egspec.org | EEE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 381 | Mani Kandan.S 820815105305@egspec.org | EEE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 382 | BHUVANESWARI N E17COF003@egspec.org | M.E ECE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 383 | JANBAGALAKSHMI R E17PEF005@egspec.org | M.E EEE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 384 | SARAWATHI M E17PEF012@egspec.org | M.E EEE | Mahindra - Powerol poweroldg@mahindra.com | 1.8 LPA |
| 385 | AKASH RAJ B 820815114008@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 386 | ASWIN KUMAR S 820815114019@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 387 | DINESH C 820815114027@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 388 | GUHAN G 820815114034@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 389 | KARTHIBAN S 820815114044@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Nagapattinam - 611 002,
Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)


NAGAPATTINAM – 611 002, TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|------|--|---------|
| 390 | MATHANRAJ S 820815114054@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 391 | MOHAMEDSHAIKDAWOOD M 820815114060@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 392 | MUKESH KANNA 820815114063@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 393 | NAVEENSUNDAR 820815114068@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 394 | PRAVEEN 820815114072@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 395 | RAJESH 820815114080@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 396 | SATHISHKUMAR 820815114093@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 397 | VIGNESHWARAN 820815114114@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 398 | ANANDHARAJ S 820815114301@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 399 | SIVABALAN 820815114316@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 400 | ELANCHEZHIAN J 820815114030@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 401 | KABILRAJ K 820815114041@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 402 | MANIMARAN P 820815114053@egspec.org | MECH | Pumo Technovation India Pvt Ltd info@pumotechnovation.com | 1.8 LPA |
| 403 | Devarapu Vasavi 820815106019@egspec.org | ECE | DATA PATTERNS datapatterns@datapatterns.co. in | 1.8 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.
PRINCIPAL

E.G.S. Pillay Engineering College,
Theil, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai

(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|-------|--|---------|
| 404 | ANBUMANI P 820816621302@egspec.org | MCA | Hifetch Telecom Solutions skp@hifetchtelecom.in | 1.8 LPA |
| 405 | GOMATHI. G 820816621310@egspec.org | MCA | Hifetch Telecom Solutions skp@hifetchtelecom.in | 1.8 LPA |
| 406 | HARIPRIYA. R820816621312@egspec.org | MCA | Hifetch Telecom Solutions skp@hifetchtelecom.in | 1.8 LPA |
| 407 | KARTHIGA L 820816621317@egspec.org | MCA | Hifetch Telecom Solutions skp@hifetchtelecom.in | 1.8 LPA |
| 408 | PRIYANGA S 820816621336@egspec.org | MCA | Hifetch Telecom Solutions skp@hifetchtelecom.in | 1.8 LPA |
| 409 | THIYAGARAJAN. S 820816621354@egspec.org | MCA | Hifetch Telecom Solutions skp@hifetchtelecom.in | 1.8 LPA |
| 410 | CHANDRU. G 820816621307@egspec.org | MCA | Hifetch Telecom Solutions skp@hifetchtelecom.in | 1.8 LPA |
| 411 | KIRUTHIKA. S 820816621320@egspec.org | MCA | Hifetch Telecom Solutions skp@hifetchtelecom.in | 1.8 LPA |
| 412 | HARIHARAN S 820815103027@egspec.org | CIVIL | MLN Projects hr@mlnprojects.com | 1.8 LPA |
| 413 | AGATHIYAN G 820815103004@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 414 | AJITH KUMAR B 820815103006@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 415 | BALAGURU M 820815103015@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 416 | ELANCHERAN S 820815103023@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 417 | JAGADEESWARI S 820815103031@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-------|--|---------|
| 418 | KARTHEESHWARI D 820815103038@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 419 | KARTHIKRAJA G 820815103041@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 420 | MANO S 820815103049@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 421 | MANOJ J 820815103050@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 422 | MOHAMED ASIK H 820815103051@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 423 | MURALI ANAND B 820815103055@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 424 | PRASANTH K 820815103063@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 425 | SHRIRAM R D 820815103075@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 426 | SUNDARAMOORTHY V 820815103084@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 427 | UTHAYAN M 820815103090@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 428 | VIJAYACHANDER.K 820815103314@egspec.org | CIVIL | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 429 | MUTHUVEL U 820815103058@egspec.org | Civil | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 430 | SRIDHAR S 820815103080@egspec.org | Civil | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |
| 431 | SUDHARSAN J 820815103082@egspec.org | Civil | Salya Constructions salyaconstruction@yahoo.com | 1.8 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.




E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|-----|---|---------|
| 432 | KAVIYA R E17BAR020@egspec.org | MBA | Venpa Global Technologies contact@venpatech.com | 1.8 LPA |
| 433 | MANIMOZHI B E17BAR034@egspec.org | MBA | Venpa Global Technologies contact@venpatech.com | 1.8 LPA |
| 434 | PRASANTHI R E17BAR055@egspec.org | MBA | Venpa Global Technologies contact@venpatech.com | 1.8 LPA |
| 435 | SARAVANAN P GE17BAR076@egspec.org | MBA | Venpa Global Technologies contact@venpatech.com | 1.8 LPA |
| 436 | ANUPRIYA R E17BAR003@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 437 | AZHARUDEEN K E17BAR006@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 438 | GUNABALAN.V E17BAR013@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 439 | KANNAYIRAMOORTHY.R E17BAR018@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 440 | KAYALVIZHI R E17BAR022@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 441 | MADHUMITHA K E17BAR029@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 442 | MOHANA PRIYA.N E17BAR041@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 443 | NIVETHA J E17BAR046@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 444 | PAVITHRA..P E17BAR050@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 445 | Praveenkumar B E17BAR057@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Therai, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-------|--|----------|
| 446 | PRIYANKA.S E17BAR062@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 447 | REETHA M E17BAR067@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 448 | SOUNDARYA.U E17BAR081@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 449 | SUBASHREE P E17BAR086@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 450 | SUDHANTHIRADEVI V E17BAR087@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 451 | VIDHYA R E17BAR091@egspec.org | MBA | Focus Edumatics Pvt. Ltd. contact@focusedumatics.com | 1.8 LPA |
| 452 | AMEER SUHAIL A 820815103008@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 453 | CHANDRAN R 820815103018@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 454 | KALIDASS M 820815103035@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 455 | PRADEEP K R 820815103061@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 456 | RAGUL GANDHI P 820815103066@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 457 | SIVARAMAN R 820815103076@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 458 | VIGNESHRAJA G 820815103096@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 459 | MATHIRASREE.S 820815103308@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|-----------|--|----------|
| 460 | VIGNESH P 820815103701@egspec.org | CIVIL | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 461 | KEERTHI V C E17EVF007 @egspec.org | M.E Civil | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 462 | SELVAGANAPATHI S E17EVF012 @egspec.org | M.E Civil | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 463 | BALAMURUGAN S 820815114021@egspec.org | MECH | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 464 | RAJ KUMAR820815114081@egspec.org | MECH | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 465 | SRINIVASAN 820815114101@egspec.org | MECH | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 466 | RANJITHKUMAR 820815114314@egspec.org | MECH | CADPOINT Engineering Solutions Pvt Ltd info@cadpoint.in | 1.75 LPA |
| 467 | AJITH KUMAR A 820815114005@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 468 | ALEXJOYAL A 820815114010@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 469 | ARUL PRAKASH M 820815114017@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 470 | BHARANITHARAN K 820815114023@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 471 | DINESH R (24.07.1997) 820815114028@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 472 | ERAIYANBU S 820815114031@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 473 | KISHORE G 820815114048@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002.

Nagapattinam (Dt) Tamil Nadu,



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|------|--------------------------------------|----------|
| 474 | MOHAMEDHASIRAFATH M 820815114057@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 475 | MULLAIVENTHAN 820815114064@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 476 | PRADEEP 820815114069@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 477 | PRAVEENKUMAR 820815114073@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 478 | RAGAVAN 820815114077@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 479 | RAMPRAKASH 820815114083@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 480 | RASU 820815114087@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 481 | SANTHOSH 820815114090@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 482 | SIVAGURU 820815114099@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 483 | THILIPKUMAR 820815114107@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 484 | BALAJE M R 820815114304@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 485 | RAJKUMAR 820815114313@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 486 | MANIKANDAN 820815114701@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 487 | PAZHANI 820815114704@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|------|--|----------|
| 488 | KAUSHICK G 820815114045@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 489 | NAVEENKUMAR N 820815114067@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 490 | MANOJKUMAR V 820815114307@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 491 | PACKIA AROKIA RAJ J 820815114703@egspec.org | MECH | SS Technovation careers@sstech.in | 1.74 LPA |
| 492 | Viji R 820815104087@egspec.org | CSE | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 493 | Vinitha V 820815104088@egspec.org | CSE | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 494 | Mounika S 820815106053@egspec.org | ECE | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 495 | Rajavarman R 820815106074@egspec.org | ECE | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 496 | Sarojini. V 820815106306@egspec.org | ECE | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 497 | Divakar M 820815105006@egspec.org | EEE | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 498 | Ramya R 820815105024@egspec.org | EEE | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 499 | T.Haritha 820815205011@egspec.org | IT | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 500 | S.Mahalakshmi 820815205018@egspec.org | IT | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |
| 501 | Gowri C 820815104023@egspec.org | CSE | Mobius Knowledge Services Pvt Ltd hr@mobius.com | 1.72 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-------|---|----------|
| 502 | VAIDHEESHWARI. 820816621355@egspec.org | MCA | Mirchi Computer Solutions arathana@mirchicomputersolutions.com | 1.7 LPA |
| 503 | VEERA RAJ N 820816621356@egspec.org | MCA | Mirchi Computer Solutions arathana@mirchicomputersolutions.com | 1.7 LPA |
| 504 | RAGHUL. K 820816621339@egspec.org | MCA | Mirchi Computer Solutions arathana@mirchicomputersolutions.com | 1.7 LPA |
| 505 | GUNAVATHI R 820816621311@egspec.org | MCA | Mirchi Computer Solutions arathana@mirchicomputersolutions.com | 1.7 LPA |
| 506 | MUTHU SOWMIYA. V 820816621330@egspec.org | MCA | Mirchi Computer Solutions arathana@mirchicomputersolutions.com | 1.7 LPA |
| 507 | R.SWATHI 820816621004@egspec.org | MCA | Joules Quare saradavid@joulesquare.co.in | 1.7 LPA |
| 508 | INDUMATHI G 820816621313@egspec.org | MCA | Joules Quare saradavid@joulesquare.co.in | 1.7 LPA |
| 509 | SUREKA. R 820816621353@egspec.org | MCA | Joules Quare saradavid@joulesquare.co.in | 1.7 LPA |
| 510 | KANMANI. KC 820816621316@egspec.org | MCA | Joules Quare saradavid@joulesquare.co.in | 1.7 LPA |
| 511 | ARAVIND S 820815103009@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 512 | BAKYAVATHI J 820815103014@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 513 | BALAMURUGAN G 820815103017@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 514 | INBARAJAN P 820815103029@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 515 | IYAPPAN S 820815103030@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagarc - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|-------|---|----------|
| 516 | MANIKANDAN D 820815103046@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 517 | PRABURAJAN K 820815103060@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 518 | SRIPAN M 820815103081@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 519 | SUDHARSON S 820815103083@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 520 | SUNDHARESON S 820815103085@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 521 | SWATHI G 820815103088@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 522 | JEGAN.A820815103306@egspec.org | CIVIL | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 523 | PRAVEEN M R 820815103064@egspec.org | Civil | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 524 | MOHAMED FAISAL KHAN K 820815103053@egspec.org | Civil | Priyan Builders priyanbuilders@gmail.com | 1.68 LPA |
| 525 | Raguvaran K 820815105022@egspec.org | EEE | Embedns lskumar@embedns.in | 1.66 LPA |
| 526 | Sathyabalan M 820815105312@egspec.org | EEE | Embedns lskumar@embedns.in | 1.66 LPA |
| 527 | Bharathi Raja M 820815106014@egspec.org | ECE | Embedns lskumar@embedns.in | 1.66 LPA |
| 528 | Kamaleswari A 820815106031@egspec.org | ECE | Embedns lskumar@embedns.in | 1.66 LPA |
| 529 | Mahaprabu S 820815106043@egspec.org | ECE | Embedns lskumar@embedns.in | 1.66 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.




E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-------|---|----------|
| 530 | Pavidhra V 820815106061@egspec.org | ECE | Embedns lskumar@embedns.in | 1.66 LPA |
| 531 | KEERTHANA A E17BAR023@egspec.org | MBA | Sundaram Finance contact@sundaramfin.com | 1.59 LPA |
| 532 | MOHAMED NASAR.M E17BAR040@egspec.org | MBA | Sundaram Finance contact@sundaramfin.com | 1.59 LPA |
| 533 | Nagalakshmi R E17BAR043@egspec.org | MBA | Sundaram Finance contact@sundaramfin.com | 1.59 LPA |
| 534 | PAVITHRA .M E17BAR049@egspec.org | MBA | Sundaram Finance contact@sundaramfin.com | 1.59 LPA |
| 535 | PRAKASHRAJ.R E17BAR053@egspec.org | MBA | Sundaram Finance contact@sundaramfin.com | 1.59 LPA |
| 536 | FARVIS MOHAMED S 820815103024@egspec.org | CIVIL | Focus R contact@focusrtech.com | 1.5 LPA |
| 537 | Thendral B 820815104084@egspec.org | CSE | Focus R contact@focusrtech.com | 1.5 LPA |
| 538 | Ajimohamed S 820815105001@egspec.org | EEE | Focus R contact@focusrtech.com | 1.5 LPA |
| 539 | AYYAPPAN D 820815114020@egspec.org | MECH | Focus R contact@focusrtech.com | 1.5 LPA |
| 540 | SATHISHKUMAR G 820815114094@egspec.org | MECH | Focus R contact@focusrtech.com | 1.5 LPA |
| 541 | SATHYAN 820815114096@egspec.org | MECH | Focus R contact@focusrtech.com | 1.5 LPA |
| 542 | VJAY 820815114115@egspec.org | MECH | Focus R contact@focusrtech.com | 1.5 LPA |
| 543 | THIRUMURUGAN 820815114318@egspec.org | MECH | Focus R contact@focusrtech.com | 1.5 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)


NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-------|---|----------|
| 544 | ABINAYA S 820815103001@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 545 | ARULMURUGAN A 820815103012@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 546 | ARUN D 820815103013@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 547 | DINESHKUMAR S 820815103020@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 548 | HARIKRISHNAN P 820815103028@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 549 | KESAVARAYAN B 820815103043@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 550 | MOHAMED BAHRUDEEN M 820815103052@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 551 | RAJESHKANNA A D820815103069@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 552 | SANTHANAKRISHNAN R 820815103072@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 553 | VEERAMANI.A 820815103313@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 554 | NAVEETHAHAMED M 820815103706@egspec.org | CIVIL | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 555 | PRADEEP T 820815103062@egspec.org | Civil | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 556 | G.LAKSHMAN SURIYA PRAKASH 820815103702@egspec.org | Civil | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |
| 557 | MOHAMED NAVAS J 820815103054@egspec.org | Civil | Rohit Builders rohitbuilders@gmail.com | 1.44 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002.
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|---|-----|---|---------|
| 558 | Arunya.R E17BAR005@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 559 | IRFANUDEEN.M E17BAR014@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 560 | JANANI S E17BAR016@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 561 | KRISHNAVENI.B E17BAR026@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 562 | KUBERAN.S E17BAR027@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 563 | MAHADEVAN.R E17BAR031@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 564 | MANIVANNAN N E17BAR035@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 565 | MOHAMED NASEEM.A E17BAR037@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 566 | MOHAMED SYED IBRAHIM.H E17BAR039@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 567 | MUGESH KUMAR.M E17BAR042@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 568 | NAVAJAYA VIGNESH R E17BAR044@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 569 | NIRMALA K E17BAR045@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 570 | Nivetha N E17BAR047@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 571 | NIVETHA V E17BAR048@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |

ATTESTED


Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nalore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|------|---|---------|
| 572 | PRITHIVI S E17BAR060@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 573 | RAJALAKSHMI S E17BAR064@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 574 | RAJASRI M E17BAR065@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 575 | ROOBHIYA M E17BAR068@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 576 | SANGAVI C E17BAR070@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 577 | SARANYA S(27.5.1997) E17BAR074@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 578 | SARANYA S(08.08.1996) E17BAR075@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 579 | SRIDEVIPRIYA.V E17BAR084@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 580 | STALIN VE17BAR085@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 581 | SUKANYA G E17BAR088@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 582 | VIJAYALAKSHMI P E17BAR092@egspec.org | MBA | Hinduja Global Solutions Limited careers@hgs.com | 1.4 LPA |
| 583 | ABILASH S 820815114002@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 584 | AKASH B 820815114006@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 585 | ARAVINTH S (01.06.1998) 820815114015@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E.: Ph.D.,
PRINCIPAL
E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



E.G.S. PILLAY ENGINEERING COLLEGE (AUTONOMOUS)

NAGAPATTINAM – 611 002. TAMILNADU, INDIA

Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai
(Accredited by NAAC with 'A' Grade and NBA)

Email: principal@egspec.org website: www.egspec.org Ph: 04365-251112

| | | | | |
|-----|--|------|------------------------------------|---------|
| 586 | BALASUBRAMANIYAN P 820815114022@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 587 | KALAIVANAN T 820815114043@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 588 | KOORISELVAM K 820815114049@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 589 | MURUGANANTHAM 820815114066@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 590 | RAGUL 820815114078@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 591 | SHAHULHAMEED 820815114097@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 592 | SIRAJ 820815114098@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 593 | SMILE 820815114100@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 594 | ASHOKKUMAR T 820815114302@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 595 | AKILAN A 820815114009@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 596 | ARAVINTH S (20-07-1998) 820815114016@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |
| 597 | KINGSON D 820815114047@egspec.org | MECH | CADD Leader info@caddleader.com | 1.3 LPA |

ATTESTED

Dr. S. RAMABALAN, M.E., Ph.D.,
PRINCIPAL

E.G.S. Pillay Engineering College,
Thethi, Nagore - 611 002,
Nagapattinam (Dt) Tamil Nadu.



Ref: TCSL/DT20184672884/1495149/Mumbai

Date: 22 April 2021

MS. ANBARASI SELVAKUMAR

4/11, Throwbathiamman Kovil Street, Therkupattu, Thiruvidadanthal null,
Near Throwbathi Amman Temple, Kancheepuram,
Tamil Nadu-603112.
Tel# 917904435453

Sub: Joining Letter

Dear Ms. Anbarasi Selvakumar,

I would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **06th May 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



Ref: TCSL/DT20184666194/1259391/Chennai

Date: 16 July 2019

MS. KIRUTHIGA RAJENDRAN
43/25 Perumal North Street,
Nagore, Nagapattinam,
Tamil Nadu-611002.
Tel# 919488253162

Sub: Joining Letter

Dear Ms. Kiruthiga Rajendran,

I would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2019** and your training location is **Trivandrum** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Ltd.
Peepul Park, Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.

(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)



Offer: Computer Consultancy
Ref: TCSL/DT20184506559/Chennai
Date: 01/10/2018

Ms. Revathi N
3/189 Middle Street,
Madappuram,
Thiruthuraipoondi-614713,
Tamilnadu.
Tel# -

Dear Revathi N,

Sub: Letter of Offer

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

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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184506559

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development



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



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

TCS Confidential

TCSL/DT20184506559

4

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office: Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021

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



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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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 said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external 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

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

- Postgraduate degree certificate and mark sheets for all semesters (if you are a



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
- An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



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



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



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|--|
| Name | Revathi N |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Others |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



Offer: Computer Consultancy
Ref: TCSL/DT20184494227/Chennai
Date: 01/10/2018

Ms. Sinthiya S
3/90aSiddhar Sannathi,
North Poigai Nallur,
Nagapattinam-611106,
Tamilnadu.
Tel# 91-9952325633

Dear Sinthiya S,

Sub: Letter of Offer

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

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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184494227

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/2T-24, Kumaran Nager, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2355 Website: www.tcs.com

Registered Office: Nirmai Building, 7th Floor, Nariman Point, Mumbai 400 021

TCS Careers Services: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹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 Initial Learning 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.

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).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

TCS Confidential

TCSL/DT20184494227

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu, India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2335 Website: www.tcs.com

Registered Office Nival Building, 9th Floor, Nariman Point, Mumbai 400 021

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



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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

TCS Confidential

TCSL/DT20184494227

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Received 5
S. Srinivasan



Offer: Computer Consultancy
Ref: TCSL/DT20184498486/Chennai
Date: 01/10/2018

Mr. Viveyan
10/25 D, Kazhuvankadu, Thillaivilagam,
Near Ramar Temple,
Muthupet-614706,
Tamilnadu.
Tel# -

Dear Viveyan,

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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184498486

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-26, 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, Narayan Point, Mumbai 400 031

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



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

The program will have assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

Your TCS Xperience Program location would be the same as your base branch and hence this program will be conducted as a non-residential program at the said location. You are advised to make your own arrangements for accommodation and transport. Travel expenses to the location of TCS Xperience Program will not be reimbursed.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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 Initial Learning 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.

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).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

TCS Confidential

TCSL/DT20184506559

3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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



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

TCS Confidential
TCSL/DT20184498486

11

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|-----------------------------------|
| Name | Viveyan |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Others |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/DT20184498486

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 02

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Received

Viveyan



Offer: Computer Consultancy
Ref: TCSL/DT20184613575/Chennai
Date: 16/06/2019

Mr. Manikandan
346Main Road,
Kollumangudy,
Thiruvarur-609603,
Tamil Nadu.
Tel# 91-9159677900

Dear Manikandan,

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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184613575

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kurnaran 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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹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 Initial Learning 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.

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).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

TCS Confidential
TCSL/DT20184613575

4

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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 said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external 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

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



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 TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|--|
| Name | Manikandan |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Others |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Date: 25/08/2019

Ref No: Hi-tech/2019/A/140

Dear Vijay R,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/141

Dear **Bhuvaneshwari .M,**

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in-lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/142

Dear Naveen Prasath.R,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read "Mr. Galsworthy".

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/151

Dear Siva P,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read "M. Galsworthy".

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/125

Dear **Anusuya M,**

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read "M. Galsworthy".

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/126

Dear Dhanalakshmi J,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read "M. Galsworthy".

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/127

Dear **Karpagam K**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1 month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in black ink, appearing to read "M. Galvan". The signature is written in a cursive style with a horizontal line underneath.

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/128

Dear **Kayalvizhi S,**

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read 'M. Galsworthy', with a horizontal line underneath.

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/130

Dear **Menal A**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M
LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/131

Dear **Nanthini N**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read "M. Galsworthy".

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/132

Dear **Preethi N**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read "M. Galsworthy".

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/133

Dear **Rajakumar A,**

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/134

Dear **Santhiya S A**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in black ink, appearing to read "M. Galvan". The signature is written in a cursive style with a horizontal line underneath.

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/143

Dear **Shivashankari N,**

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/135

Dear **Suvedha M,**

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read "M. Galsworthy".

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/136

Dear **Vimal Raj S**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in black ink, appearing to read "M. Galambos", with a horizontal line underneath.

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/137

Dear **Subasri. V**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,

A handwritten signature in cursive script, appearing to read "M. Galsworthy".

HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/138

Dear Prasanth. P,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/147

Dear **DHIVYA D**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/148

Dear **KARPAGAVALLI**,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/149

Dear **MANIMARAN K,**

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager

Date: 25/08/2019

Ref No: Hi-tech/2019/A/150

Dear POONTHAMIZHAN P,

Appointment order as an Network Technician

With reference to your interview and subsequent internship, for the above position. We are pleased to appoint you for the post of Network Technician in our company with effect from 10th Sep, 2019

1. SALARY

Your salary will commence at Rs.3.2 LPA per annum. This included all Statutory and non statutory benefit & Perks.

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 3 months..

3. WORKING HOURS

Your working hours will be as follows:

Monday–Friday : 9.00 A.M – 5.00 P.M

LunchBreak : 1.00 A.M – 2.00 P.M

At times, you may be required to work on irregular hours, including Saturday and Sunday.Appropriate time off will be considered for work performed outside normal operationalhours.

4. LEAVE OF ABSENCE

Leave of absence whether medical or annual will be given in accordance with the Company's Employee leave Handbook. Application on prescribed form for leave must be made one week in advance to the plant Head.

5. PAID LEAVE

5.1 ANNUAL LEAVE

The annual leave will be as follows: -

- a) Employed for 1–3years : 12 days
- b) Employed for 4–5years : 15 days
- c) Employed for more than 5years : 20 days

- The maximum leave for fresher will be fixed at 12 days. The leave will be taken at interval periods unless requested for special reasons such as an overseas trip, marriage or others.
- No leave will be granted immediately before/after Public Holidays.
- Employee may carry forward the unutilized leave to the following years. Maximum of 7 working days can be carry forward, to be utilized by the end of financial year.

5.2 MARRIAGE LEAVE

Permanent employees are entitled for 2days 'Marriage Leave in addition to casual leave.

5.3 COMPASSIONATE LEAVE

Permanent employees are entitled to:-

- a) 3 days-death of spouse, child or parent
- b) 1 day-death of parent-in-law, brother, sister or grandparent

6. BONUS

Bonus to employee depends upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Tamil New Year.

7. EPF

Deduction of employee's contribution and employer's share of contribution towards provident fund will be in accordance with the respective Ordinance currently enforced by the Government of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows: -

- a. First month of probation—without notice
- b. Second month till probation end— 7days
- c. After probation—1month

Leave cannot be utilized during resignation notice period.

9. FRINGE BENEFITS

- a. Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the fringe benefits specified in the Employee Handbook.
- b. You are required to serve the Company with loyalty and honesty strictly follows all instructions given to you by your supervisors in carrying out your duties.
- c. You shall not take or engage in any other employment, trade, business, what so ever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of

the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.

11. RESIGNATION / TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if: -

- a) She/he is guilty of misconduct;
- b) She/he is negligent in the discharge of her/his duties; or
- c) Being absent or being unable to perform her/his duties and alleging ill-health;
- d) She/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Wishing you the very best in your career with us.

Regards,



HR manager



05-June-2019

embedUR/HR/Offer/1920

To:

Ms. Jeevitha S
B.E ECE Department
EGS Pillay Engineering College, Nagapattinam.

Employment Offer

Dear Ms. Jeevitha S,

1. With reference to the Campus placement drive we had in your college, we are pleased to offer you employment as “**Software Engineer**” in our organization.
2. Your probation period is for 6 (Six) months. During this period, your performance will be evaluated by the Management and on successful completion, Confirmation in writing will be issued at the end of the probationary period.
3. Your annualized **Total Compensation (TC)** is:

Rs. 2, 80, 000 /- (Rupees Two Lakhs Eighty thousand only) per annum during Probation period (i.e. initial Six months). The details of the salary break up are enclosed in Annexure 1.

Rs. 3, 00, 000 /- (Rupees Three Lakhs only) per annum after successful completion of the Probation period. The details of the salary break up are enclosed in Annexure 2.

The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Company.

4. At the time of joining, you are required to sign an Employment Agreement with the organization for the period of 24 months. Please refer to the Employment Agreement document shared for more details on terms & conditions.
5. **Performance Appraisal at the end of 2nd year:** During 2 years, you will have Performance Review meeting with Reporting Manager for every 6 Months. These ratings will be added cumulatively and will be consider for Performance Appraisal review at the end of 2nd year.
6. You are eligible for the leave and paid holidays as per the leave policy of the organization (National Holidays - 11, Casual Leave - 12, Privilege Leave - 12, Sick Leave -12).

Note: Employee is eligible for PL and SL after completion of 1 year. Leave policy is subject to change at the discretion of the Management.



7. You are eligible for other benefits like Medical Insurance, Provident Fund and Gratuity as applicable.
8. Please bring the following documents, in original, for verification at the time of joining:
 - I. 10th, 12th, UG/PG Certificates and Mark sheets
 - II. 6 Passport size Photographs
 - III. Copy of your Passport / PAN card
9. Appointment Order will be issued after the verification of all the above mentioned documents, on the date of joining.
10. Please sign and return the duplicate copy of this letter and Annexure as a token of acceptance of the employment with the organization.

Looking forward to a mutually fruitful association.

Best Wishes.

Sincerely

For embedUR systems (India) Private Limited

S. Sathish Kumar
Director Human Resources

I have read and understood the terms and conditions of the offer and accept the same.


Signature : _____

Date : _____



Annexure 1


Total Compensation Breakup

| | | | | |
|--|----------------------------|--|------------------------|------------------------|
| Name | Jeevitha S | | Location | Chennai |
| Designation | Software Engineer | | | |
| Monthly gross (Rs.) | | | 21,041.00 | |
| 1. Fixed Salary & Benefits | | | Per month (Rs.) | Per annum (Rs.) |
| 1.1 | Basic | | 12,095.00 | 1,45,140.00 |
| 1.2 | HRA | | 3,038.00 | 36,456.00 |
| 1.3 | Conveyance Allowance | | 1,500.00 | 18,000.00 |
| 1.4 | Medical | | 2,408.00 | 28,896.00 |
| 1.5 | Others | | 2,000.00 | 24,000.00 |
| | Sub. Total | | 21041.00 | 2,52,492.00 |
| 1.6 | PF employer contribution | | 1,500.00 | 18,000.00 |
| 1.7 | Gratuity | | 0.00 | 5,000.00 |
| 1.8 | Medical Insurance | | 0.00 | 4,508.00 |
| | Total - Section 1.0 | | | 2,80,000.00 |
| Total Compensation | | | | 2,80,000.00 |
| <i>Note: Compensation details are highly confidential and shouldn't be discussed with anyone except Reporting Manager, HR & Finance Officials.</i> | | | | |
| | | | ACCEPTED | |
|  S. Sathish Kumar Director Human Resources embedUR systems (India) Private Limited | | | (Jeevitha S) | |



Annexure 2

Total Compensation Breakup

| | | | | |
|---|----------------------------|--|-------------------------|------------------------|
| Name | Ms. Jeevitha S | | Location | Chennai |
| Designation | Software Engineer | | | |
| Monthly gross (Rs.) | | | 38,320.00 | |
| 1. Fixed Salary & Benefits | | | Per month (Rs.) | Per annum (Rs.) |
| 1.1 | Basic | | 13,160.00 | 1,57,920.00 |
| 1.2 | HRA | | 3,640.00 | 43,680.00 |
| 1.3 | Conveyance Allowance | | 1,500.00 | 18,000.00 |
| 1.4 | Medical | | 2,408.00 | 28,896.00 |
| 1.5 | Others | | 2,000.00 | 24,000.00 |
| | Sub. Total | | 22,708.00 | 2,72,496.00 |
| 1.6 | PF employer contribution | | 1,500.00 | 18,000.00 |
| 1.7 | Gratuity | | 0.00 | 5,000.00 |
| 1.8 | Medical Insurance | | 0.00 | 4,504.00 |
| | Total - Section 1.0 | | | 3,00,000.00 |
| Total Compensation | | | | 3,00,000.00 |
| <i>Note: Compensation details are highly confidential and shouldn't be discussed with anyone except Reporting Manager, HR & Finance Officials.</i> | | | | |
| ACCEPTED | | | | |
|  S. Sathish Kumar Director Human Resources embedUR systems (India) Private Limited | | | (Ms. Jeevitha S) | |

Notes on Benefits & Incentives:

- 1) *Medical Insurance for Family: embedUR provides a comprehensive medical insurance benefit to the spouse, children and parents of the employee. For more details please refer to the Insurance policy document.*
- 2) *Gratuity: You shall be entitled to the Gratuity upon completion of five (5) years of service with the Company. This is based on the current monthly basic salary for indication purpose only.*
- 3) *The above is the pre-tax amount subject to standard deductions such as employee PF contributions, Tax and other applicable deductions.*



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2410

Dear Ms. Abirami M

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum.** /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Vignesh Raj', is written over a faint circular watermark.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2412

Dear Ms. Amirthaeswary M

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Vignesh Raj', is written over a faint, circular watermark.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2411

Dear Ms. Ajithra M

Welcome to **SHIRIKSHI ELECTRONICS**.

We are pleased to appointment you for the position of **Software Tester** with **SHIRIKSHI ELECTRONICS**.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at **SHIRIKSHI ELECTRONICS** depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining **SHIRIKSHI ELECTRONICS** on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Vignesh Raj', is written over a faint circular watermark.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

16.09.2020

Staff ID: SE-EGS-2420

Dear Ms.DEVADHARSINI R,

Welcome to **SHIRIKSHI ELECTRONICS**.

We are pleased to appointment you for the position of **Software Tester** with **SHIRIKSHI ELECTRONICS**.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at **SHIRIKSHI ELECTRONICS** depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining **SHIRIKSHI ELECTRONICS** on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Vignesh Raj', is written over a faint circular watermark.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

16.09.2020

Staff ID: SE-EGS-2421

Dear Mr.HAJA BADURUDEEN M G,

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vignesh Raj', is written over a faint circular watermark.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

16.09.2020

Staff ID: SE-EGS-2422

Dear Ms.MENAL A,

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vignesh Raj', is written over a faint, circular watermark logo.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2414

Dear Mr. Kaviyaran R

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum. /-** which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vignesh Raj', is written over a faint circular stamp.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2415

Dear Mr. Mohamed Abdul Kader K

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read "Vignesh Raj", is written over a faint circular stamp.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2416

Dear Mr. Praveen Kumar S

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vignesh Raj', is written over a faint circular stamp.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2417

Dear Ms. Priyadhrshini M

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum** /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vignesh Raj', written in a cursive style.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2418

Dear Mr. Ranjith M

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum. /-** which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vignesh Raj', is written over a faint circular watermark.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

01.07.2019

Staff ID: SE-EGS-2419

Dear Mr. Sanjeevi C

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum. /-** which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Vignesh Raj', is written over a faint circular stamp.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

16.09.2020

Staff ID: SE-EGS-2423

Dear Ms.KALAIVANI K,

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Vignesh Raj', is written over a faint circular watermark.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Letter of Appointment

16.09.2020

Staff ID: SE-EGS-2424

Dear Ms.MIDULA N,

Welcome to SHIRIKSHI ELECTRONICS.

We are pleased to appointment you for the position of **Software Tester** with SHIRIKSHI ELECTRONICS.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Software Tester** will commence on **1st July 2019**.

As a **Software Tester**, you will be entitled to a monthly remuneration of **Rs 2.8 Lakhs Per Annum**. /- which indicates cost to company. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at SHIRIKSHI ELECTRONICS depends on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining SHIRIKSHI ELECTRONICS on the given date.

We look forward to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Vignesh Raj', is written over a faint circular watermark.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR



Hameed Sulthan Maricar M

Date: May 8, 2019

Subject: Letter of Appointment

Dear Hameed Sulthan Maricar M,

We are pleased to offer you, the position of **“Trainee–Software Engineer”** with **VueData Technologies Pvt. Ltd** on the following terms and conditions:

This offer of appointment is valid subject to your fulfilling the following conditions:-

- Successful completion of the training course
- The Management can revoke the offer of appointment if the performance of the candidate is deemed below the performance standards set by the organization during the training
- The Management can revoke the offer of Appointment if the candidate fails to meet the performance criteria in the final exam of the training
- The Management can revoke the offer if the candidate exhibits improper conduct or misbehavior during the training
- You are entitled to successfully complete the final semester exams and thus meeting the academic criteria set by the organization.

Employment Start date

You will be informed of your conformation date after successful completion of Training.

Salary and Allowances

Your Annual Remuneration will be **Rs 2,80,000/- (Two Lakh Eighty Thousand Only)**. You will be eligible for Allowances, as per the rules of the Company and at the discretion of the Company. You acknowledge and agree that your salary package is a matter purely between yourself and the Company and you are to keep this information and any changes there to, strictly confidential. Your salary/emoluments will be periodically reviewed as per the Company's policies. Your increments and promotions shall be at the discretion of the Company and will be subject to and based on your performance.

ServiceBond

You are required to sign a **service bond** with our organization for a sum of **Rs 1, 00, 000/- (One Lakh)**. As per the bond you will be required to serve the company for a minimum period of **one year** from the date of your joining. Failing to serve the bond, you will be entitled to pay the agreed amount to the company.

**Probation period**

You shall, initially, be on probation for a period of 3 months from your joining date. On completion of the probation period, if your work and general conduct are found to be satisfactory, we shall confirm you as a permanent employee.

Place of posting

Your initial place of posting will be at **Chennai**, India. However, you may be posted/transferred to any other place or offices of the Company or its affiliates, as per Company may, from time to time, deem necessary. On such posting, you will be governed by the terms and conditions of service applicable to the new assignment.

Employment Type

Your employment with the company is on a full-time basis. While you are in the services of the company, you shall also not undertake or be interested, either directly or indirectly, in any other business or activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the Company.

Confidentiality

During your employment with the Company, you may be privy to confidential information of the Company and/or its clients. You shall always, keep in strictest confidence and trust, the Company and its Client's confidential information including that which you may have created. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, designs, specifications, and all papers, records and other documents containing such Confidential Information. You will keep the Company duly and promptly informed, in writing, if you are bound by any confidentiality, non-compete or other similar agreements with any of your previous employers.

Intellectual property rights

During your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes / systems in relation to the operation of the Company, all such developments shall be communicated to the Company and will be and remain the sole right / property of the Company and you shall execute documents and do all things necessary to enable the Company to obtain all rights to the same.

Notices

Any notice that may be required to be given to you shall be deemed to be duly and properly given, if hand delivered to you personally or sent by registered post to you at your address, as per the records available with the Company.



Termination

Your employment shall be terminable by either party, with or without cause, by giving the other party one-month' notice during the probation period and two months' notice thereafter.

The Company reserves the right to terminate your employment summarily without anynotice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company

Governing Terms

This letter of appointment, read with the documents referred to herein, shall be the sole document governing our relationship and supersedes all other letters of appointment previously issued and/or all other agreements, memoranda, documents and discussions. Our relationship will be governed only by the terms hereof.

Yours Sincerely,
For VueData,

A handwritten signature in black ink, appearing to read 'Chris Paul H', written over a horizontal line.

Chris Paul H | Human resources

Acceptance of offer

I have read and agree to the terms stated in the agreement which supersedes and replaces all prior negotiations and agreements whether written or verbal. This agreement reflects the full and complete agreement between VueData and me on the subjects contained and referred herein. My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, including the annexure incorporated.

AGREED, UNDERSTOOD AND ACCEPTED

Hameed Sulthan Maricar M

Date

Annexure:

| Component | Amount (Rs.) |
|----------------------------------|---------------------|
| Basic | 1,12,000 |
| HRA | 56,000 |
| Children Education Allowance | 2,400 |
| Travel and Medical Reimbursement | 40,000 |
| Special Allowance | 48,000 |
| GROSS SALARY | 2,58,400 |
| Provident Fund | 21,600 |
| NET PAY | 2,80,000 |

Accepted
Hameed Sulthab malikar.



Thavithu Raja J

Date: May 8, 2019

Subject: Letter of Appointment

Dear Thavithu Raja J,

We are pleased to offer you, the position of **"Trainee-Software Engineer"** with **VueData Technologies Pvt. Ltd** on the following terms and conditions:

This offer of appointment is valid subject to your fulfilling the following conditions:-

- Successful completion of the training course
- The Management can revoke the offer of appointment if the performance of the candidate is deemed below the performance standards set by the organization during the training
- The Management can revoke the offer of Appointment if the candidate fails to meet the performance criteria in the final exam of the training
- The Management can revoke the offer if the candidate exhibits improper conduct or misbehavior during the training
- You are entitled to successfully complete the final semester exams and thus meeting the academic criteria set by the organization.

Employment Start date

You will be informed of your conformation date after successful completion of Training.

Salary and Allowances

Your Annual Remuneration will be **Rs 2,80,000/- (Two Lakh Eighty Thousand Only)**. You will be eligible for Allowances, as per the rules of the Company and at the discretion of the Company. You acknowledge and agree that your salary package is a matter purely between yourself and the Company and you are to keep this information and any changes there to, strictly confidential. Your salary/emoluments will be periodically reviewed as per the Company's policies. Your increments and promotions shall be at the discretion of the Company and will be subject to and based on your performance.

ServiceBond

You are required to sign a **service bond** with our organization for a sum of **Rs 1, 00, 000/- (One Lakh)**. As per the bond you will be required to serve the company for a minimum period of **one year** from the date of your joining. Failing to serve the bond, you will be entitled to pay the agreed amount to the company.

**Probation period**

You shall, initially, be on probation for a period of 3 months from your joining date. On completion of the probation period, if your work and general conduct are found to be satisfactory, we shall confirm you as a permanent employee.

Place of posting

Your initial place of posting will be at **Chennai**, India. However, you may be posted/transferred to any other place or offices of the Company or its affiliates, as per Company may, from time to time, deem necessary. On such posting, you will be governed by the terms and conditions of service applicable to the new assignment.

Employment Type

Your employment with the company is on a full-time basis. While you are in the services of the company, you shall also not undertake or be interested, either directly or indirectly, in any other business or activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the Company.

Confidentiality

During your employment with the Company, you may be privy to confidential information of the Company and/or its clients. You shall always, keep in strictest confidence and trust, the Company and its Client's confidential information including that which you may have created. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, designs, specifications, and all papers, records and other documents containing such Confidential Information. You will keep the Company duly and promptly informed, in writing, if you are bound by any confidentiality, non-compete or other similar agreements with any of your previous employers.

Intellectual property rights

During your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes / systems in relation to the operation of the Company, all such developments shall be communicated to the Company and will be and remain the sole right / property of the Company and you shall execute documents and do all things necessary to enable the Company to obtain all rights to the same.

Notices

Any notice that may be required to be given to you shall be deemed to be duly and properly given, if hand delivered to you personally or sent by registered post to you at your address, as per the records available with the Company.



Termination

Your employment shall be terminable by either party, with or without cause, by giving the other party one-month' notice during the probation period and two months' notice thereafter.

The Company reserves the right to terminate your employment summarily without anynotice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company

Governing Terms

This letter of appointment, read with the documents referred to herein, shall be the sole document governing our relationship and supersedes all other letters of appointment previously issued and/or all other agreements, memoranda, documents and discussions. Our relationship will be governed only by the terms hereof.

Yours Sincerely,
For VueData,

A handwritten signature in black ink, appearing to read 'Chris Paul H.', written over a horizontal line.

Chris Paul H | Human resources

Acceptance of offer

I have read and agree to the terms stated in the agreement which supersedes and replaces all prior negotiations and agreements whether written or verbal. This agreement reflects the full and complete agreement between VueData and me on the subjects contained and referred herein. My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, including the annexure incorporated.

AGREED, UNDERSTOOD AND ACCEPTED

Thavithu Raja J

Date

Annexure:

| Component | Amount (Rs.) |
|----------------------------------|---------------------|
| Basic | 1,12,000 |
| HRA | 56,000 |
| Children Education Allowance | 2,400 |
| Travel and Medical Reimbursement | 40,000 |
| Special Allowance | 48,000 |
| GROSS SALARY | 2,58,400 |
| Provident Fund | 21,600 |
| NET PAY | 2,80,000 |

ACCEPTED
Thangy



Elavarasan A

Date: May 8, 2019

Subject: Letter of Appointment

Dear Elavarasan A,

We are pleased to offer you, the position of **“Trainee–Software Engineer”** with **VueData Technologies Pvt. Ltd** on the following terms and conditions:

This offer of appointment is valid subject to your fulfilling the following conditions:-

- Successful completion of the training course
- The Management can revoke the offer of appointment if the performance of the candidate is deemed below the performance standards set by the organization during the training
- The Management can revoke the offer of Appointment if the candidate fails to meet the performance criteria in the final exam of the training
- The Management can revoke the offer if the candidate exhibits improper conduct or misbehavior during the training
- You are entitled to successfully complete the final semester exams and thus meeting the academic criteria set by the organization.

Employment Start date

You will be informed of your conformation date after successful completion of Training.

Salary and Allowances

Your Annual Remuneration will be **Rs 2,80,000/- (Two Lakh Eighty Thousand Only)**. You will be eligible for Allowances, as per the rules of the Company and at the discretion of the Company. You acknowledge and agree that your salary package is a matter purely between yourself and the Company and you are to keep this information and any changes there to, strictly confidential. Your salary/emoluments will be periodically reviewed as per the Company's policies. Your increments and promotions shall be at the discretion of the Company and will be subject to and based on your performance.

ServiceBond

You are required to sign a **service bond** with our organization for a sum of **Rs 1, 00, 000/- (One Lakh)**. As per the bond you will be required to serve the company for a minimum period of **one year** from the date of your joining. Failing to serve the bond, you will be entitled to pay the agreed amount to the company.

**Probation period**

You shall, initially, be on probation for a period of 3 months from your joining date. On completion of the probation period, if your work and general conduct are found to be satisfactory, we shall confirm you as a permanent employee.

Place of posting

Your initial place of posting will be at **Chennai**, India. However, you may be posted/transferred to any other place or offices of the Company or its affiliates, as per Company may, from time to time, deem necessary. On such posting, you will be governed by the terms and conditions of service applicable to the new assignment.

Employment Type

Your employment with the company is on a full-time basis. While you are in the services of the company, you shall also not undertake or be interested, either directly or indirectly, in any other business or activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the Company.

Confidentiality

During your employment with the Company, you may be privy to confidential information of the Company and/or its clients. You shall always, keep in strictest confidence and trust, the Company and its Client's confidential information including that which you may have created. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, designs, specifications, and all papers, records and other documents containing such Confidential Information. You will keep the Company duly and promptly informed, in writing, if you are bound by any confidentiality, non-compete or other similar agreements with any of your previous employers.

Intellectual property rights

During your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes / systems in relation to the operation of the Company, all such developments shall be communicated to the Company and will be and remain the sole right / property of the Company and you shall execute documents and do all things necessary to enable the Company to obtain all rights to the same.

Notices

Any notice that may be required to be given to you shall be deemed to be duly and properly given, if hand delivered to you personally or sent by registered post to you at your address, as per the records available with the Company.



Termination

Your employment shall be terminable by either party, with or without cause, by giving the other party one-month' notice during the probation period and two months' notice thereafter.

The Company reserves the right to terminate your employment summarily without anynotice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company

Governing Terms

This letter of appointment, read with the documents referred to herein, shall be the sole document governing our relationship and supersedes all other letters of appointment previously issued and/or all other agreements, memoranda, documents and discussions. Our relationship will be governed only by the terms hereof.

Yours Sincerely,
For VueData,

A handwritten signature in black ink, appearing to read 'Chris Paul H.', with a horizontal line underneath.

Chris Paul H| Human resources

Acceptance of offer

I have read and agree to the terms stated in the agreement which supersedes and replaces all prior negotiations and agreements whether written or verbal. This agreement reflects the full and complete agreement between VueData and me on the subjects contained and referred herein. My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, including the annexure incorporated.

AGREED, UNDERSTOOD AND ACCEPTED

Elavarasan A

Date

Annexure:

| Component | Amount (Rs.) |
|----------------------------------|---------------------|
| Basic | 1,12,000 |
| HRA | 56,000 |
| Children Education Allowance | 2,400 |
| Travel and Medical Reimbursement | 40,000 |
| Special Allowance | 48,000 |
| GROSS SALARY | 2,58,400 |
| Provident Fund | 21,600 |
| NET PAY | 2,80,000 |



Ranjith D

Date: May 8, 2019

Subject: Letter of Appointment

Dear Ranjith D,

We are pleased to offer you, the position of **"Trainee-Software Engineer"** with **VueData Technologies Pvt. Ltd** on the following terms and conditions:

This offer of appointment is valid subject to your fulfilling the following conditions:-

- Successful completion of the training course
- The Management can revoke the offer of appointment if the performance of the candidate is deemed below the performance standards set by the organization during the training
- The Management can revoke the offer of Appointment if the candidate fails to meet the performance criteria in the final exam of the training
- The Management can revoke the offer if the candidate exhibits improper conduct or misbehavior during the training
- You are entitled to successfully complete the final semester exams and thus meeting the academic criteria set by the organization.

Employment Start date

You will be informed of your conformation date after successful completion of Training.

Salary and Allowances

Your Annual Remuneration will be **Rs 2,80,000/- (Two Lakh Eighty Thousand Only)**. You will be eligible for Allowances, as per the rules of the Company and at the discretion of the Company. You acknowledge and agree that your salary package is a matter purely between yourself and the Company and you are to keep this information and any changes there to, strictly confidential. Your salary/emoluments will be periodically reviewed as per the Company's policies. Your increments and promotions shall be at the discretion of the Company and will be subject to and based on your performance.

ServiceBond

You are required to sign a **service bond** with our organization for a sum of **Rs 1, 00, 000/- (One Lakh)**. As per the bond you will be required to serve the company for a minimum period of **one year** from the date of your joining. Failing to serve the bond, you will be entitled to pay the agreed amount to the company.

**Probation period**

You shall, initially, be on probation for a period of 3 months from your joining date. On completion of the probation period, if your work and general conduct are found to be satisfactory, we shall confirm you as a permanent employee.

Place of posting

Your initial place of posting will be at **Chennai**, India. However, you may be posted/transferred to any other place or offices of the Company or its affiliates, as per Company may, from time to time, deem necessary. On such posting, you will be governed by the terms and conditions of service applicable to the new assignment.

Employment Type

Your employment with the company is on a full-time basis. While you are in the services of the company, you shall also not undertake or be interested, either directly or indirectly, in any other business or activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the Company.

Confidentiality

During your employment with the Company, you may be privy to confidential information of the Company and/or its clients. You shall always, keep in strictest confidence and trust, the Company and its Client's confidential information including that which you may have created. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, designs, specifications, and all papers, records and other documents containing such Confidential Information. You will keep the Company duly and promptly informed, in writing, if you are bound by any confidentiality, non-compete or other similar agreements with any of your previous employers.

Intellectual property rights

During your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes / systems in relation to the operation of the Company, all such developments shall be communicated to the Company and will be and remain the sole right / property of the Company and you shall execute documents and do all things necessary to enable the Company to obtain all rights to the same.

Notices

Any notice that may be required to be given to you shall be deemed to be duly and properly given, if hand delivered to you personally or sent by registered post to you at your address, as per the records available with the Company.



Termination

Your employment shall be terminable by either party, with or without cause, by giving the other party one-month' notice during the probation period and two months' notice thereafter.

The Company reserves the right to terminate your employment summarily without anynotice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company

Governing Terms

This letter of appointment, read with the documents referred to herein, shall be the sole document governing our relationship and supersedes all other letters of appointment previously issued and/or all other agreements, memoranda, documents and discussions. Our relationship will be governed only by the terms hereof.

Yours Sincerely,
For VueData,

A handwritten signature in black ink, appearing to read 'Chris Paul H.', written over a horizontal line.

Chris Paul H| Human resources

Acceptance of offer

I have read and agree to the terms stated in the agreement which supersedes and replaces all prior negotiations and agreements whether written or verbal. This agreement reflects the full and complete agreement between VueData and me on the subjects contained and referred herein. My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, including the annexure incorporated.

AGREED, UNDERSTOOD AND ACCEPTED

Ranjith D

Date

Annexure:

| Component | Amount (Rs.) |
|----------------------------------|---------------------|
| Basic | 1,12,000 |
| HRA | 56,000 |
| Children Education Allowance | 2,400 |
| Travel and Medical Reimbursement | 40,000 |
| Special Allowance | 48,000 |
| GROSS SALARY | 2,58,400 |
| Provident Fund | 21,600 |
| NET PAY | 2,80,000 |



Tamilselvan K

Date: May 8, 2019

Subject: Letter of Appointment

Dear Tamilselvan K,

We are pleased to offer you, the position of **"Trainee-Software Engineer"** with **VueData Technologies Pvt. Ltd** on the following terms and conditions:

This offer of appointment is valid subject to your fulfilling the following conditions:-

- Successful completion of the training course
- The Management can revoke the offer of appointment if the performance of the candidate is deemed below the performance standards set by the organization during the training
- The Management can revoke the offer of Appointment if the candidate fails to meet the performance criteria in the final exam of the training
- The Management can revoke the offer if the candidate exhibits improper conduct or misbehavior during the training
- You are entitled to successfully complete the final semester exams and thus meeting the academic criteria set by the organization.

Employment Start date

You will be informed of your conformation date after successful completion of Training.

Salary and Allowances

Your Annual Remuneration will be **Rs 2,80,000/- (Two Lakh Eighty Thousand Only)**. You will be eligible for Allowances, as per the rules of the Company and at the discretion of the Company. You acknowledge and agree that your salary package is a matter purely between yourself and the Company and you are to keep this information and any changes there to, strictly confidential. Your salary/emoluments will be periodically reviewed as per the Company's policies. Your increments and promotions shall be at the discretion of the Company and will be subject to and based on your performance.

ServiceBond

You are required to sign a **service bond** with our organization for a sum of **Rs 1, 00, 000/- (One Lakh)**. As per the bond you will be required to serve the company for a minimum period of **one year** from the date of your joining. Failing to serve the bond, you will be entitled to pay the agreed amount to the company.

**Probation period**

You shall, initially, be on probation for a period of 3 months from your joining date. On completion of the probation period, if your work and general conduct are found to be satisfactory, we shall confirm you as a permanent employee.

Place of posting

Your initial place of posting will be at **Chennai**, India. However, you may be posted/transferred to any other place or offices of the Company or its affiliates, as per Company may, from time to time, deem necessary. On such posting, you will be governed by the terms and conditions of service applicable to the new assignment.

Employment Type

Your employment with the company is on a full-time basis. While you are in the services of the company, you shall also not undertake or be interested, either directly or indirectly, in any other business or activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the Company.

Confidentiality

During your employment with the Company, you may be privy to confidential information of the Company and/or its clients. You shall always, keep in strictest confidence and trust, the Company and its Client's confidential information including that which you may have created. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, designs, specifications, and all papers, records and other documents containing such Confidential Information. You will keep the Company duly and promptly informed, in writing, if you are bound by any confidentiality, non-compete or other similar agreements with any of your previous employers.

Intellectual property rights

During your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes / systems in relation to the operation of the Company, all such developments shall be communicated to the Company and will be and remain the sole right / property of the Company and you shall execute documents and do all things necessary to enable the Company to obtain all rights to the same.

Notices

Any notice that may be required to be given to you shall be deemed to be duly and properly given, if hand delivered to you personally or sent by registered post to you at your address, as per the records available with the Company.



Termination

Your employment shall be terminable by either party, with or without cause, by giving the other party one-month' notice during the probation period and two months' notice thereafter.

The Company reserves the right to terminate your employment summarily without anynotice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company

Governing Terms

This letter of appointment, read with the documents referred to herein, shall be the sole document governing our relationship and supersedes all other letters of appointment previously issued and/or all other agreements, memoranda, documents and discussions. Our relationship will be governed only by the terms hereof.

Yours Sincerely,
For VueData,

A handwritten signature in black ink, appearing to read 'Chris Paul H'.

Chris Paul H | Human resources

Acceptance of offer

I have read and agree to the terms stated in the agreement which supersedes and replaces all prior negotiations and agreements whether written or verbal. This agreement reflects the full and complete agreement between VueData and me on the subjects contained and referred herein. My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, including the annexure incorporated.

AGREED, UNDERSTOOD AND ACCEPTED

Tamilselvan K

Date

Annexure:

| Component | Amount (Rs.) |
|----------------------------------|---------------------|
| Basic | 1,12,000 |
| HRA | 56,000 |
| Children Education Allowance | 2,400 |
| Travel and Medical Reimbursement | 40,000 |
| Special Allowance | 48,000 |
| GROSS SALARY | 2,58,400 |
| Provident Fund | 21,600 |
| NET PAY | 2,80,000 |

TO

ABINAYA A

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2085

Date: 05.04.2019

Dear Mr/Ms ABINAYA A

We are pleased to offer you the position of "Business Analyst" at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of **Rs.2.76L/Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

ABINAYA A

For Retech Solutions

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

BAKKIYAVATHI S

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2086

Date: 05.04.2019

Dear Mr/Ms BAKKIYAVATHI S

We are pleased to offer you the position of "Business Analyst" at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of **Rs.2.76L/Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

BAKKIYAVATHI

S

For Retech Solutions

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

BUCHIYA A

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2087

Date: 05.04.2019

Dear Mr/Ms BUCHIYA A

We are pleased to offer you the position of "Business Analyst" at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of **Rs.2.76L/Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

BUCHIYA A

For Retech Solutions

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

MANIBALA A

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2088

Date: 05.04.2019

Dear Mr/Ms MANIBALA A

We are pleased to offer you the position of “**Business Analyst**” at **Retech Solutions Pvt Ltd, Chennai.**

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of **Rs.2.76L/Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

MANIBALA A

For Retech Solutions

A handwritten signature in cursive script, appearing to read 'Princy A'.

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

PONNARASU S

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2089

Date: 05.04.2019

Dear Mr/Ms PONNARASU S

We are pleased to offer you the position of “**Business Analyst**” at **Retech Solutions Pvt Ltd, Chennai.**

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of **Rs.2.76L/Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

PONNARASU S

For Retech Solutions

A handwritten signature in black ink, appearing to read 'Pragna', is written over a faint circular stamp.

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

POONGUZHALI K R

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2090

Date: 05.04.2019

Dear Mr/Ms POONGUZHALI K R

We are pleased to offer you the position of "Business Analyst" at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of Rs.2.76L/Annum, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

POONGUZHALI

K R

For Retech Solutions

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

SARUMATHY G

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2091

Date: 05.04.2019

Dear Mr/Ms SARUMATHY G

We are pleased to offer you the position of "Business Analyst" at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of **Rs.2.76L/Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC.& Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

SARUMATHY G

For Retech Solutions

A handwritten signature in black ink, appearing to read 'Priya', is written over the signature line.

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

SATHISH KUMAR S

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2092

Date: 05.04.2019

Dear Mr/Ms SATHISH KUMAR S

We are pleased to offer you the position of "Business Analyst" at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of **Rs.2.76L/Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

SATHISH

KUMAR S

For Retech Solutions

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

SIVA KUMAR.R

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/2093

Date: 05.04.2019

Dear Mr/Ms SIVA KUMAR.R

We are pleased to offer you the position of "Business Analyst" at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of **Rs.2.76L/Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 03.06.2019 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

SIVA KUMAR.R

For Retech Solutions

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

BOOPATHIRAJAN T

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/6493

Date: 20.04.2018

Dear Mr BOOPATHIRAJAN T,

We are pleased to offer you the position of “Business Analyst” at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of Rs.2.70L/Annum, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 01.06.2020 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

BOOPATHIRAJAN T

For Retech Solutions

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu

TO

EZHILARASI S

EGS Pillay Engineering College



OFFER LETTER - RT2018-19/6494

Date: 20.04.2018

Dear Ms EZHILARASI S,

We are pleased to offer you the position of "Business Analyst" at Retech Solutions Pvt Ltd, Chennai.

You will be entitled to an all-inclusive Annual Compensation (Cost of Company) of Rs.2.70L/Annum, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

If you agree to these terms, we would like you to join in our company on 01.06.2020 or else this letter will stand null and void.

Please submit the following documents, on the date of joining us

1. SSLC/HSC/UG Degree
2. Degree Provisional or TC & Conduct Certificate
3. Proof of identity and address
4. Latest passport size color photograph- 5 No's

Please sign and return duplicate of this letter indicating your acceptance of terms and conditions of your employment.

Thanking you

I accept the above

EZHILARASI S

For Retech Solutions

Authorised Signatory



No: 33,1st Floor, Alagesan St, West Tambaram, Chennai, Tamil Nadu



Ref: JUL/19-07/IT/15

Date:15 -July-2019

Kavashkar. S

9659186130

APPOINTMENTORDER

Dear **Kavashkar. S**,

Congratulations! We are pleased to confirm that you have been selected in our organization as **Application Developer** from **15-July-2019**. Your initial place of posting will be at **Chennai**. We trust that your knowledge, skills and experience will be among our most valuable assets.

The terms and conditions governing your employment are given below. Your salary and emoluments are given in the Annexure-A.

1. Employment

- a. The Employee will be required to carry out all duties, which are normally associated with employment in this position along with those duties which may be prescribed by the Employer.
- b. During the term of Employment, the Employer may change the Employee's above-mentioned position based on the Employer's working requirements or according to the Employee's working capacities and performance, including but not limited to adjustments made to the Employee's job description or work place, promotion, work transfer at the same level, demotion, or adjustments made to the Employee's responsibilities without any change to the Employee's position.

2. Term and Probation Period

- a. The Employee agrees that the 3(three) months of his Employment shall be constituted as probationary period, the period during which, the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.
- b. After the completion of the Probationary Period, the Employment of the Employee shall be confirmed by the Employer in its sole discretion.
- c. After the end of the Probationary Period, the Employment may be terminated in accordance with Clause 16 of this appointment letter.

3. Employee's representation and warranties

The Employee has been offered the employment with the Employer on the basis of the following representations. The Employee has represented and warranted to the Employer that:





The Employee is free to enter into employment with the Employer without violation of any third-party rights and that the Employment with the Employer shall not result in a violation of any agreement or Restrictive condition that the Employee may have with any third party including the former Employers;

- a. The Employee is not a party to any arrangement or agreement which will compromise his ability to carry out the various duties referred to herein for and on behalf of the Employer;
- b. All the information provided by the Employee (including any relieving letter from the former Employer, information set forth in the resume, etc.) is truthful and accurate.

4. Performance of Duties

The Employee agrees that during the Employment Period, he shall devote his full business time to the business affairs of the Company and shall perform the duties assigned to him faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company from time to time.

- a. The Employee shall at all time, be subject to and bound by the rules and regulations of the Employer as may be in force from time to time or as may be brought to his notice by the Employer. The Employee shall comply with all the policies of the Employer issued from time to time.
- b. The Employee shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Employer, or otherwise misbehave in a manner that would be construed as being in violation of the rules of the Employer for the time being in force.
- c. The Employee shall abide by the Code of Ethics of the Company and shall maintain decorum within the Company premises.
- d. The Employee agrees that during the term of Employment, the Employee shall work exclusively for the Employer and will not perform or undertake to perform any Work for any other person without the prior written permission of the Employer. For the purposes of this appointment letter, "Work" shall mean and include any job, service, consultation, training, piece-work or contract work carried out by the Employee for the benefit of any third party either through himself or through any other person or legal entity for monetary gain or otherwise.

5. Compensation

Subject to the following provisions, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive an annual salary, payable in monthly or more frequent installments, as per the convenience of the Employer, an amount, as specified in Annexure B, subject to such increases from time to time, as determined by the Employer. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of Employment, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.





- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts as per procedure of the Employee's handbook.
- d. The Employee shall not be entitled to any benefits over and above what the Employee is entitled to under this appointment letter and any statutory benefits accruing to him under relevant Indian laws. The holidays and the leave of the Employee shall be governed by the Employer's policies.

6. Obligations of the Employee.

- a. During the course of Employment, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his / her Employment with the Employer.
- d. The Employee shall always ensure that his / her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy, Code of Ethics Policy, Dress Code Policy and Sexual Harassment Policy.
- e. The Employee upon termination or resignation shall return back the Company assets provided to him at the time of joining.
- f. The Employer hereby prohibits the Employee from engaging in any kind of harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premises of Company. If the Employee violates this term, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee. The Employer shall have sole discretion to terminate the Employee with immediate effect.
- g. Employee's obligation to maintain the confidentiality and security of Confidential Information remains even after Employee's employment with Company ends and continues for so long as such Confidential Information remains a trade secret.
- h. **"Confidential Information"** means information of the Employer which is of a confidential nature, and is disclosed to, created by, or obtained by the Employer or its employees, whether (without limitation) in graphic, written, electronic or machine readable form, oral or intangible, and whether or not the information is expressly stated to be confidential or marked as such, and includes, but is not limited to information of value or significance to the Employer or its competitors (present or potential) such as:
 - i. Customer data, in particular, names, addresses, sales figures and sales conditions of the Employer and its present or prospective clients;
 - ii. business data, particularly data relating to new products, promotion campaigns, distribution





strategies, license agreements and or any information directly or incidentally connected to any Intellectual Property Rights;

- iii. Any information which may be reasonably understood by its nature, or by the context of its disclosure to the Employer, to be confidential;
- iv. Financial data, in particular, concerning budgets, fees and revenue calculations, sales figures, financial statements, profit expectations and inventories of the Employer;
- v. Original information supplied by the Employer or information of third parties which the Employer is obligated to keep confidential; and;
- vi. Information not known to the Employer's competitors nor intended by the Employer for general dissemination;

7. Leave Policy

- a. The Employee shall be working 5(five) days in a week.
- b. The Employee is entitled to paid casual leaves and public holidays as mentioned under the Leave Policy of the Employer and notified from time to time.

8. Intellectual Property Rights

- a. The ownership of and sole rights to any copyrights, designs, patents and other intellectual property arising out of or in connection with any of the Employer's services, products, or goods to be manufactured by it or will manufacture/provide in the course of the Employees employment and / or if the Employee as a result of any research work comes to know of any better process which the Employee may develop ("**Intellectual Property Rights**") shall vest exclusively in the Employer and the Employee shall neither have nor been titled to make any claims with regard there to.
- b. The Employee hereby, absolutely and in perpetuity and for no further consideration, agree to assign any and all Intellectual Property Rights that the Employee may have under law or equity in favor of the Employer. The Employee agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 ("**Copyright Act**"), the assignment of the Intellectual Property Rights by the Employee shall not lapse nor the rights transferred there in revert to the Employee, even if the Employer does not exercise the rights under such assignment within a period of one (1) year from the date of the assignment. The Employee acknowledges and agrees that the Employee will waive any right to and shall not raise any objection or claims before the any statutory authority with respect to the assignment pursuant to Section 19 A of the Copyright Act.
- c. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Non-Compete And Non-Solicit

- a. The Employee hereby agrees that, during the duration of his Employment, the Employee will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the Business or any business of the





- affiliates of the Employer.
- b. Following the termination of the Employment, the Employee will not, whether directly or indirectly, on his own behalf or on behalf of or in conjunction with any other person, firm, Employer or other entity, for a period of one year canvass, solicit or entice away from the Employer or endeavor to solicit or entice away from the Employer
 - c. The Parties hereto recognize that the foregoing covenants in clauses 10 (a) and 10 (b) and the time and other limitations with respect there to, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and good will of the Employer, and agree that such limitations are reasonable with respect to the business activities of each of the Employee and the Employer.
 - I. Any person, firm or Employer who was within the period of 12 months prior to the termination of his employment, a client or customer of the Employer, or
 - II. any employee of the Employer for the purposes of employment who was employed by the Employer at the time of the termination of the Employees' employment whether or not such employee would commit any breach of contract by reason of leaving the Employer.

10. Confidentiality

- a. The Employee recognizes that the Employee is being hired in a position of trust and confidence with the Employer and will in the course of his employment with the Employer, be exposed to various items of secret and Confidential Information that are proprietary to the Employer. The Employee covenants to hold any such information in trust for the Employer and under takes not to disclose such information to any third party.
- b. Such information shall include, but is not limited to:
 - i. technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;
 - ii. information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
 - iii. information concerning Company's employees, including salaries, strengths, weaknesses and skills;
 - iv. information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use; and
 - v. Any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.
- c. The Employee will not at any time, directly or indirectly, disclose or divulge any Confidential Information except as required in connection with the performance of his duties for the Employer, and except to the extent required by law (but only after the Employee has provided the Employer with reasonable notice and opportunity to take action against any legally required disclosure).
- d. The Employee shall make no use whatsoever, directly or indirectly, of any Confidential Information at anytime, except as required in connection with the performance of his duties for the Employer.





- e. Upon the request of the Employer, at any time and for any reason, the Employee shall immediately deliver to the Employer all materials (including all soft and hard copies) in his possession, which contain or relate to Confidential Information.

11. Assignment

- a. The Employee acknowledges that any work including but not limited to inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment with the Company and which arise out of use of the Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not (i) conducted at the Company's facilities, (ii) during working hours or (iii) using Company assets), or which are useful with or relate directly or indirectly to any "Company Interest" (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used, proposed, under consideration or under development by the Company) are "works made for hire" and the Employee shall promptly disclose and provide all of the foregoing Inventions (the "Assigned Inventions") to the Company. To the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

12. Non-disclosure of Trade Secrets.

Employee shall keep Company's Confidential Information, whether or not prepared or developed by Employee, in the strictest confidence. Employee will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Employee make use of any Confidential Information for Employee's own purposes or the benefit of anyone other than Company.

However, Employee shall have no obligation to treat as confidential any information which:

- a. Was in Employee's possession or known to Employee, without an obligation to keep it confidential, before such information was disclosed to Employee by Company;
- b. Is or becomes public knowledge through a source other than Employee and through no fault of Employee; or
- c. Is or becomes lawfully available to Employee from a source other than Company.

13. Remedies

- a. Notwithstanding anything contained in this appointment letter and without limiting the remedies available to the Employer, the Employee acknowledges that a breach of any of the covenants contained in clause 10 or 11 could result in irreparable injury to the Employer for which there might be no adequate remedy at law, and that, in the event of such a breach or threat thereof, the Employer shall be entitled to obtain a temporary restraining order and/or a preliminary injunction and a permanent injunction through any court of competent jurisdiction restraining the Employee from engaging in any activities prohibited by clause 8 or 9 or such other equitable relief as may be





required.

- b. The foregoing provisions and the provisions of clause 10 (b), 10 (c) and 11 shall survive the term of this appointment letter and the termination of the employment of the Employee with the Employer, and shall continue thereafter in full force and effect in accordance with their terms.

14. Termination

a. Termination with notice or payment in lieu of notice

- i. The Employer may terminate the Employment of the Employee without any reason by giving the Employee one (01) months' notice in writing or on payment of one (01) month's salary in lieu of such notice.
- ii. The Employee may terminate his employment with the Employer without any reason by giving the Employer two (02) months' notice in writing. The notice period (or any portion thereof) may be waived by the Employer after receipt of the notice from the Employee, in which case the employment will be deemed terminated by the Employee as of the date specified by the Employer. The Employer shall also have the option to require the Employee to absent himself from it premises on paid leave and not participate in the working of the Employer during the unexpired portion of the notice period.
- iii. The Employment of the Employee will terminate in the case of death of the Employee or, at the option of the Employer, upon Disability of the Employee.

b. Termination without notice

- i. Notwithstanding anything contained in this appointment letter, the Employer may terminate the Employment with immediate effect for Cause, at any time without notice or on payment in lieu thereof or any compensation what so ever.
- ii. Provided that non-achievement of prescribed goals set down by the organization, non-adherence to Employer rules, policies or code of conduct, disruption of the work place environment or sowing seeds of conflict, discussion of remuneration or any aspect of the terms of this appointment letter except with the notified authorities, habitual lateness or repeated absenteeism for any reason shall be a just cause for termination of the Employment without notice.

c. Post Termination Obligations

The Employee shall hand over all documents and materials constituting the property of the Employer, including any proprietary and Confidential Information, which may be in the possession of the Employee at the time of termination of his Employment.

15. Governing Law

This letter and Employment shall be governed by and construed in accordance with the laws of India.

16. Retirement Age

The retirement age for all employees is 58years.





17. Dispute Resolution and Jurisdiction

The Parties agree to first mediate any disputes or claims between them in good faith and resolve the disputes amicably and share the cost of mediation equally. In the event that mediation fails, any claim arising out of or relating to this Employment shall be resolved by reference to the court of competent jurisdiction over the subject matter of the dispute. The Parties hereby agree to submit themselves to the exclusive jurisdiction of the courts in Chennai, India.

18. Notices

Any notice or other communication required or which may be given hereunder shall be in writing and shall be delivered personally, telegraphed, telexed, sent by facsimile transmission or overnight courier, or sent by certified, registered or express mail, postage prepaid, and shall be deemed given when so delivered personally, telegraphed, telexed or sent by facsimile transmission or overnight courier, or, if mailed, 4 days after the date of mailing, to the notices mentioned above. A Party may by notice given in accordance with this clause to the other Party, designate another address for receipt of notices here under.

Please sign the enclosed copy of this letter and return it us to indicate your acceptance of this appointment.

We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you.

Sincerely,

For WEGoT Utility Solutions Private Limited,

Selvakumar AB
Director

I hereby accept the appointment letter and the terms and conditions of Employment.

Name:
Date:
Place:

*Accepted
Selvakumar*





Annexure A: Salary -Breakup

| | |
|--------------------|-----------------------|
| Name | Kavashkar. S |
| Designation | Application Developer |

Salary Structure

| Components | Amount |
|-------------------------------|--------------------|
| BASIC | 9,126.00 |
| HRA | 6,084.00 |
| OTHER ALLOWANCE | 5,070.00 |
| MONTHLY GROSS(A) | 20,280.00 |
| Company Contribution's | |
| Employer PF | 1,704.00 |
| Employer ESIC | 659.00 |
| Gratuity | 274.00 |
| Total (B) | 2,636.00 |
| MonthlyCTC(A+B) | 22,916.00 |
| AnnualCTC | 2,75,000.00 |

- ❖ Statutory Payments will be deducted as per Govt norms
- ❖ Statutory Payments will change as per applicable Govt norms





Ref: JUL/19-07/IT/22

Date:15 -July-2019

Priadharshini R

9943420683

APPOINTMENTORDER

Dear **Priadharshini R**,

Congratulations! We are pleased to confirm that you have been selected in our organization as **Application Developer** from **15-July-2019**. Your initial place of posting will be at **Chennai**. We trust that your knowledge, skills and experience will be among our most valuable assets.

The terms and conditions governing your employment are given below. Your salary and emoluments are given in the Annexure-A.

1. Employment

- a. The Employee will be required to carry out all duties, which are normally associated with employment in this position along with those duties which may be prescribed by the Employer.
- b. During the term of Employment, the Employer may change the Employee's above-mentioned position based on the Employer's working requirements or according to the Employee's working capacities and performance, including but not limited to adjustments made to the Employee's job description or work place, promotion, work transfer at the same level, demotion, or adjustments made to the Employee's responsibilities without any change to the Employee's position.

2. TermandProbationPeriod

- a. The Employee agrees that the 3(three) months of his Employment shall be constituted as probationary period, the period during which, the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.
- b. After the completion of the Probationary Period, the Employment of the Employee shall be confirmed by the Employer in its sole discretion.
- c. After the end of the Probationary Period, the Employment may be terminated in accordance with Clause 16 of this appointment letter.

3. Employee's representation and warranties

The Employee has been offered the employment with the Employer on the basis of the following representations. The Employee has represented and warranted to the Employer that:





The Employee is free to enter into employment with the Employer without violation of any third-party rights and that the Employment with the Employer shall not result in a violation of any agreement or Restrictive condition that the Employee may have with any third party including the former Employers;

- a. The Employee is not a party to any arrangement or agreement which will compromise his ability to carry out the various duties referred to herein for and on behalf of the Employer;
- b. All the information provided by the Employee (including any relieving letter from the former Employer, information set forth in the resume, etc.) is truthful and accurate.

4. Performance of Duties

The Employee agrees that during the Employment Period, he shall devote his full business time to the business affairs of the Company and shall perform the duties assigned to him faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company from time to time.

- a. The Employee shall at all time, be subject to and bound by the rules and regulations of the Employer as may be in force from time to time or as may be brought to his notice by the Employer. The Employee shall comply with all the policies of the Employer issued from time to time.
- b. The Employee shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Employer, or otherwise misbehave in a manner that would be construed as being in violation of the rules of the Employer for the time being in force.
- c. The Employee shall abide by the Code of Ethics of the Company and shall maintain decorum within the Company premises.
- d. The Employee agrees that during the term of Employment, the Employee shall work exclusively for the Employer and will not perform or undertake to perform any Work for any other person without the prior written permission of the Employer. For the purposes of this appointment letter, "Work" shall mean and include any job, service, consultation, training, piece-work or contract work carried out by the Employee for the benefit of any third party either through himself or through any other person or legal entity for monetary gain or otherwise.

5. Compensation

Subject to the following provisions, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive an annual salary, payable in monthly or more frequent installments, as per the convenience of the Employer, an amount, as specified in Annexure B, subject to such increases from time to time, as determined by the Employer. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of Employment, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.





- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts as per procedure of the Employee's handbook.
- d. The Employee shall not be entitled to any benefits over and above what the Employee is entitled to under this appointment letter and any statutory benefits accruing to him under relevant Indian laws. The holidays and the leave of the Employee shall be governed by the Employer's policies.

6. Obligations of the Employee.

- a. During the course of Employment, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his / her Employment with the Employer.
- d. The Employee shall always ensure that his / her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy, Code of Ethics Policy, Dress Code Policy and Sexual Harassment Policy.
- e. The Employee upon termination or resignation shall return back the Company assets provided to him at the time of joining.
- f. The Employer hereby prohibits the Employee from engaging in any kind of harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premises of Company. If the Employee violates this term, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee. The Employer shall have sole discretion to terminate the Employee with immediate effect.
- g. Employee's obligation to maintain the confidentiality and security of Confidential Information remains even after Employee's employment with Company ends and continues for so long as such Confidential Information remains a trade secret.
- h. **"Confidential Information"** means information of the Employer which is of a confidential nature, and is disclosed to, created by, or obtained by the Employer or its employees, whether (without limitation) in graphic, written, electronic or machine readable form, oral or intangible, and whether or not the information is expressly stated to be confidential or marked as such, and includes, but is not limited to information of value or significance to the Employer or its competitors (present or potential) such as:
 - i. Customer data, in particular, names, addresses, sales figures and sales conditions of the Employer and its present or prospective clients;
 - ii. business data, particularly data relating to new products, promotion campaigns, distribution





strategies, license agreements and or any information directly or incidentally connected to any Intellectual Property Rights;

- iii. Any information which may be reasonably understood by its nature, or by the context of its disclosure to the Employer, to be confidential;
- iv. Financial data, in particular, concerning budgets, fees and revenue calculations, sales figures, financial statements, profit expectations and inventories of the Employer;
- v. Original information supplied by the Employer or information of third parties which the Employer is obligated to keep confidential; and;
- vi. Information not known to the Employer's competitors nor intended by the Employer for general dissemination;

7. Leave Policy

- a. The Employee shall be working 5(five) days in a week.
- b. The Employee is entitled to paid casual leaves and public holidays as mentioned under the Leave Policy of the Employer and notified from time to time.

8. Intellectual Property Rights

- a. The ownership of and sole rights to any copyrights, designs, patents and other intellectual property arising out of or in connection with any of the Employer's services, products, or goods to be manufactured by it or will manufacture/provide in the course of the Employees employment and / or if the Employee as a result of any research work comes to know of any better process which the Employee may develop ("**Intellectual Property Rights**") shall vest exclusively in the Employer and the Employee shall neither have nor been titled to make any claims with regard there to.
- b. The Employee hereby, absolutely and in perpetuity and for no further consideration, agree to assign any and all Intellectual Property Rights that the Employee may have under law or equity in favor of the Employer. The Employee agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 ("**Copyright Act**"), the assignment of the Intellectual Property Rights by the Employee shall not lapse nor the rights transferred there in revert to the Employee, even if the Employer does not exercise the rights under such assignment within a period of one (1) year from the date of the assignment. The Employee acknowledges and agrees that the Employee will waive any right to and shall not raise any objection or claims before the any statutory authority with respect to the assignment pursuant to Section 19 A of the Copyright Act.
- c. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Non-Compete And Non-Solicit

- a. The Employee hereby agrees that, during the duration of his Employment, the Employee will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the Business or any business of the





affiliates of the Employer.

- b. Following the termination of the Employment, the Employee will not, whether directly or indirectly, on his own behalf or on behalf of or in conjunction with any other person, firm, Employer or other entity, for a period of one year canvass, solicit or entice away from the Employer or endeavor to solicit or entice away from the Employer
- c. The Parties hereto recognize that the foregoing covenants in clauses 10 (a) and 10 (b) and the time and other limitations with respect there to, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and good will of the Employer, and agree that such limitations are reasonable with respect to the business activities of each of the Employee and the Employer.
 - I. Any person, firm or Employer who was within the period of 12 months prior to the termination of his employment, a client or customer of the Employer, or
 - II. any employee of the Employer for the purposes of employment who was employed by the Employer at the time of the termination of the Employees' employment whether or not such employee would commit any breach of contract by reason of leaving the Employer.

10. Confidentiality

- a. The Employee recognizes that the Employee is being hired in a position of trust and confidence with the Employer and will in the course of his employment with the Employer, be exposed to various items of secret and Confidential Information that are proprietary to the Employer. The Employee covenants to hold any such information in trust for the Employer and under takes not to disclose such information to any third party.
- b. Such information shall include, but is not limited to:
 - i. technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;
 - ii. information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
 - iii. information concerning Company's employees, including salaries, strengths, weaknesses and skills;
 - iv. information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use; and
 - v. Any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.
- c. The Employee will not at any time, directly or indirectly, disclose or divulge any Confidential Information except as required in connection with the performance of his duties for the Employer, and except to the extent required by law (but only after the Employee has provided the Employer with reasonable notice and opportunity to take action against any legally required disclosure).
- d. The Employee shall make no use whatsoever, directly or indirectly, of any Confidential Information at anytime, except as required in connection with the performance of his duties for the Employer.





- e. Upon the request of the Employer, at any time and for any reason, the Employee shall immediately deliver to the Employer all materials (including all soft and hard copies) in his possession, which contain or relate to Confidential Information.

11. Assignment

- a. The Employee acknowledges that any work including but not limited to inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment with the Company and which arise out of use of the Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not (i) conducted at the Company's facilities, (ii) during working hours or (iii) using Company assets), or which are useful with or relate directly or indirectly to any "Company Interest" (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used, proposed, under consideration or under development by the Company) are "works made for hire" and the Employee shall promptly disclose and provide all of the foregoing Inventions (the "Assigned Inventions") to the Company. To the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

12. Non-disclosure of Trade Secrets.

Employee shall keep Company's Confidential Information, whether or not prepared or developed by Employee, in the strictest confidence. Employee will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Employee make use of any Confidential Information for Employee's own purposes or the benefit of anyone other than Company.

However, Employee shall have no obligation to treat as confidential any information which:

- a. Was in Employee's possession or known to Employee, without an obligation to keep it confidential, before such information was disclosed to Employee by Company;
- b. Is or becomes public knowledge through a source other than Employee and through no fault of Employee; or
- c. Is or becomes lawfully available to Employee from a source other than Company.

13. Remedies

- a. Notwithstanding anything contained in this appointment letter and without limiting the remedies available to the Employer, the Employee acknowledges that a breach of any of the covenants contained in clause 10 or 11 could result in irreparable injury to the Employer for which there might be no adequate remedy at law, and that, in the event of such a breach or threat thereof, the Employer shall be entitled to obtain a temporary restraining order and/or a preliminary injunction and a permanent injunction through any court of competent jurisdiction restraining the Employee from engaging in any activities prohibited by clause 8 or 9 or such other equitable relief as may be





required.

- b. The foregoing provisions and the provisions of clause 10 (b), 10 (c) and 11 shall survive the term of this appointment letter and the termination of the employment of the Employee with the Employer, and shall continue thereafter in full force and effect in accordance with their terms.

14. Termination

a. Termination with notice or payment in lieu of notice

- i. The Employer may terminate the Employment of the Employee without any reason by giving the Employee one (01) months' notice in writing or on payment of one (01) month's salary in lieu of such notice.
- ii. The Employee may terminate his employment with the Employer without any reason by giving the Employer two (02) months' notice in writing. The notice period (or any portion thereof) may be waived by the Employer after receipt of the notice from the Employee, in which case the employment will be deemed terminated by the Employee as of the date specified by the Employer. The Employer shall also have the option to require the Employee to absent himself from it premises on paid leave and not participate in the working of the Employer during the unexpired portion of the notice period.
- iii. The Employment of the Employee will terminate in the case of death of the Employee or, at the option of the Employer, upon Disability of the Employee.

b. Termination without notice

- i. Notwithstanding anything contained in this appointment letter, the Employer may terminate the Employment with immediate effect for Cause, at any time without notice or on payment in lieu thereof or any compensation what so ever.
- ii. Provided that non-achievement of prescribed goals set down by the organization, non-adherence to Employer rules, policies or code of conduct, disruption of the work place environment or sowing seeds of conflict, discussion of remuneration or any aspect of the terms of this appointment letter except with the notified authorities, habitual lateness or repeated absenteeism for any reason shall be a just cause for termination of the Employment without notice.

c. Post Termination Obligations

The Employee shall hand over all documents and materials constituting the property of the Employer, including any proprietary and Confidential Information, which may be in the possession of the Employee at the time of termination of his Employment.

15. Governing Law

This letter and Employment shall be governed by and construed in accordance with the laws of India.

16. Retirement Age

The retirement age for all employees is 58years.





17. Dispute Resolution and Jurisdiction

The Parties agree to first mediate any disputes or claims between them in good faith and resolve the disputes amicably and share the cost of mediation equally. In the event that mediation fails, any claim arising out of or relating to this Employment shall be resolved by reference to the court of competent jurisdiction over the subject matter of the dispute. The Parties hereby agree to submit themselves to the exclusive jurisdiction of the courts in Chennai, India.

18. Notices

Any notice or other communication required or which may be given hereunder shall be in writing and shall be delivered personally, telegraphed, telexed, sent by facsimile transmission or overnight courier, or sent by certified, registered or express mail, postage prepaid, and shall be deemed given when so delivered personally, telegraphed, telexed or sent by facsimile transmission or overnight courier, or, if mailed, 4 days after the date of mailing, to the notices mentioned above. A Party may by notice given in accordance with this clause to the other Party, designate another address for receipt of notices here under.

Please sign the enclosed copy of this letter and return it us to indicate your acceptance of this appointment.

We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you.

Sincerely,
For WEGoT Utility Solutions Private Limited,

Selvakumar AB
Director

I hereby accept the appointment letter and the terms and conditions of Employment.

Name:

Date:

Place:

Accepted
R. Priyadharan



Annexure A: Salary -Breakup

| | |
|--------------------|-----------------------|
| Name | Priadharshini R |
| Designation | Application Developer |

Salary Structure

| Components | Amount |
|-------------------------------|--------------------|
| BASIC | 9,126.00 |
| HRA | 6,084.00 |
| OTHER ALLOWANCE | 5,070.00 |
| MONTHLY GROSS(A) | 20,280.00 |
| Company Contribution's | |
| Employer PF | 1,704.00 |
| Employer ESIC | 659.00 |
| Gratuity | 274.00 |
| Total (B) | 2,636.00 |
| MonthlyCTC(A+B) | 22,916.00 |
| AnnualCTC | 2,75,000.00 |

- ❖ Statutory Payments will be deducted as per Govt norms
- ❖ Statutory Payments will change as per applicable Govt norms





Ref: JUL/19-07/IT/20

Date:15 -July-2019

Sajee.C

8190939235

APPOINTMENTORDER

Dear Sajee.C,

Congratulations! We are pleased to confirm that you have been selected in our organization as **Application Developer** from **15-July-2019**. Your initial place of posting will be at **Chennai**. We trust that your knowledge, skills and experience will be among our most valuable assets.

The terms and conditions governing your employment are given below. Your salary and emoluments are given in the Annexure-A.

1. Employment

- a. The Employee will be required to carry out all duties, which are normally associated with employment in this position along with those duties which may be prescribed by the Employer.
- b. During the term of Employment, the Employer may change the Employee's above-mentioned position based on the Employer's working requirements or according to the Employee's working capacities and performance, including but not limited to adjustments made to the Employee's job description or work place, promotion, work transfer at the same level, demotion, or adjustments made to the Employee's responsibilities without any change to the Employee's position.

2. TermandProbationPeriod

- a. The Employee agrees that the 3(three) months of his Employment shall be constituted as probationary period, the period during which, the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.
- b. After the completion of the Probationary Period, the Employment of the Employee shall be confirmed by the Employer in its sole discretion.
- c. After the end of the Probationary Period, the Employment may be terminated in accordance with Clause 16 of this appointment letter.

3. Employee's representation and warranties

The Employee has been offered the employment with the Employer on the basis of the following representations. The Employee has represented and warranted to the Employer that:





The Employee is free to enter into employment with the Employer without violation of any third-party rights and that the Employment with the Employer shall not result in a violation of any agreement or Restrictive condition that the Employee may have with any third party including the former Employers;

- a. The Employee is not a party to any arrangement or agreement which will compromise his ability to carry out the various duties referred to herein for and on behalf of the Employer;
- b. All the information provided by the Employee (including any relieving letter from the former Employer, information set forth in the resume, etc.) is truthful and accurate.

4. Performance of Duties

The Employee agrees that during the Employment Period, he shall devote his full business time to the business affairs of the Company and shall perform the duties assigned to him faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company from time to time.

- a. The Employee shall at all time, be subject to and bound by the rules and regulations of the Employer as may be in force from time to time or as may be brought to his notice by the Employer. The Employee shall comply with all the policies of the Employer issued from time to time.
- b. The Employee shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Employer, or otherwise misbehave in a manner that would be construed as being in violation of the rules of the Employer for the time being in force.
- c. The Employee shall abide by the Code of Ethics of the Company and shall maintain decorum within the Company premises.
- d. The Employee agrees that during the term of Employment, the Employee shall work exclusively for the Employer and will not perform or undertake to perform any Work for any other person without the prior written permission of the Employer. For the purposes of this appointment letter, "Work" shall mean and include any job, service, consultation, training, piece-work or contract work carried out by the Employee for the benefit of any third party either through himself or through any other person or legal entity for monetary gain or otherwise.

5. Compensation

Subject to the following provisions, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive an annual salary, payable in monthly or more frequent installments, as per the convenience of the Employer, an amount, as specified in Annexure B, subject to such increases from time to time, as determined by the Employer. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of Employment, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.





- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts as per procedure of the Employee's handbook.
- d. The Employee shall not be entitled to any benefits over and above what the Employee is entitled to under this appointment letter and any statutory benefits accruing to him under relevant Indian laws. The holidays and the leave of the Employee shall be governed by the Employer's policies.

6. Obligations of the Employee.

- a. During the course of Employment, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his / her Employment with the Employer.
- d. The Employee shall always ensure that his / her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy, Code of Ethics Policy, Dress Code Policy and Sexual Harassment Policy.
- e. The Employee upon termination or resignation shall return back the Company assets provided to him at the time of joining.
- f. The Employer hereby prohibits the Employee from engaging in any kind of harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premises of Company. If the Employee violates this term, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee. The Employer shall have sole discretion to terminate the Employee with immediate effect.
- g. Employee's obligation to maintain the confidentiality and security of Confidential Information remains even after Employee's employment with Company ends and continues for so long as such Confidential Information remains a trade secret.
- h. **"Confidential Information"** means information of the Employer which is of a confidential nature, and is disclosed to, created by, or obtained by the Employer or its employees, whether (without limitation) in graphic, written, electronic or machine readable form, oral or intangible, and whether or not the information is expressly stated to be confidential or marked as such, and includes, but is not limited to information of value or significance to the Employer or its competitors (present or potential) such as:
 - i. Customer data, in particular, names, addresses, sales figures and sales conditions of the Employer and its present or prospective clients;
 - ii. business data, particularly data relating to new products, promotion campaigns, distribution





strategies, license agreements and or any information directly or incidentally connected to any Intellectual Property Rights;

- iii. Any information which may be reasonably understood by its nature, or by the context of its disclosure to the Employer, to be confidential;
- iv. Financial data, in particular, concerning budgets, fees and revenue calculations, sales figures, financial statements, profit expectations and inventories of the Employer;
- v. Original information supplied by the Employer or information of third parties which the Employer is obligated to keep confidential; and;
- vi. Information not known to the Employer's competitors nor intended by the Employer for general dissemination;

7. Leave Policy

- a. The Employee shall be working 5(five) days in a week.
- b. The Employee is entitled to paid casual leaves and public holidays as mentioned under the Leave Policy of the Employer and notified from time to time.

8. Intellectual Property Rights

- a. The ownership of and sole rights to any copyrights, designs, patents and other intellectual property arising out of or in connection with any of the Employer's services, products, or goods to be manufactured by it or will manufacture/provide in the course of the Employees employment and / or if the Employee as a result of any research work comes to know of any better process which the Employee may develop ("**Intellectual Property Rights**") shall vest exclusively in the Employer and the Employee shall neither have nor been titled to make any claims with regard there to.
- b. The Employee hereby, absolutely and in perpetuity and for no further consideration, agree to assign any and all Intellectual Property Rights that the Employee may have under law or equity in favor of the Employer. The Employee agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 ("**Copyright Act**"), the assignment of the Intellectual Property Rights by the Employee shall not lapse nor the rights transferred there in revert to the Employee, even if the Employer does not exercise the rights under such assignment within a period of one (1) year from the date of the assignment. The Employee acknowledges and agrees that the Employee will waive any right to and shall not raise any objection or claims before the any statutory authority with respect to the assignment pursuant to Section 19 A of the Copyright Act.
- c. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Non-Compete And Non-Solicit

- a. The Employee hereby agrees that, during the duration of his Employment, the Employee will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the Business or any business of the





- a. affiliates of the Employer.
- b. Following the termination of the Employment, the Employee will not, whether directly or indirectly, on his own behalf or on behalf of or in conjunction with any other person, firm, Employer or other entity, for a period of one year canvass, solicit or entice away from the Employer or endeavor to solicit or entice away from the Employer
- c. The Parties hereto recognize that the foregoing covenants in clauses 10 (a) and 10 (b) and the time and other limitations with respect there to, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and good will of the Employer, and agree that such limitations are reasonable with respect to the business activities of each of the Employee and the Employer.
 - I. Any person, firm or Employer who was within the period of 12 months prior to the termination of his employment, a client or customer of the Employer, or
 - II. any employee of the Employer for the purposes of employment who was employed by the Employer at the time of the termination of the Employees' employment whether or not such employee would commit any breach of contract by reason of leaving the Employer.

10. Confidentiality

- a. The Employee recognizes that the Employee is being hired in a position of trust and confidence with the Employer and will in the course of his employment with the Employer, be exposed to various items of secret and Confidential Information that are proprietary to the Employer. The Employee covenants to hold any such information in trust for the Employer and under takes not to disclose such information to any third party.
- b. Such information shall include, but is not limited to:
 - i. technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;
 - ii. information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
 - iii. information concerning Company's employees, including salaries, strengths, weaknesses and skills;
 - iv. information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use; and
 - v. Any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.
- c. The Employee will not at any time, directly or indirectly, disclose or divulge any Confidential Information except as required in connection with the performance of his duties for the Employer, and except to the extent required by law (but only after the Employee has provided the Employer with reasonable notice and opportunity to take action against any legally required disclosure).
- d. The Employee shall make no use whatsoever, directly or indirectly, of any Confidential Information at anytime, except as required in connection with the performance of his duties for the Employer.





- e. Upon the request of the Employer, at any time and for any reason, the Employee shall immediately deliver to the Employer all materials (including all soft and hard copies) in his possession, which contain or relate to Confidential Information.

11. Assignment

- a. The Employee acknowledges that any work including but not limited to inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment with the Company and which arise out of use of the Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not (i) conducted at the Company's facilities, (ii) during working hours or (iii) using Company assets), or which are useful with or relate directly or indirectly to any "Company Interest" (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used, proposed, under consideration or under development by the Company) are "works made for hire" and the Employee shall promptly disclose and provide all of the foregoing Inventions (the "Assigned Inventions") to the Company. To the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

12. Non-disclosure of Trade Secrets.

Employee shall keep Company's Confidential Information, whether or not prepared or developed by Employee, in the strictest confidence. Employee will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Employee make use of any Confidential Information for Employee's own purposes or the benefit of anyone other than Company.

However, Employee shall have no obligation to treat as confidential any information which:

- a. Was in Employee's possession or known to Employee, without an obligation to keep it confidential, before such information was disclosed to Employee by Company;
- b. Is or becomes public knowledge through a source other than Employee and through no fault of Employee; or
- c. Is or becomes lawfully available to Employee from a source other than Company.

13. Remedies

- a. Notwithstanding anything contained in this appointment letter and without limiting the remedies available to the Employer, the Employee acknowledges that a breach of any of the covenants contained in clause 10 or 11 could result in irreparable injury to the Employer for which there might be no adequate remedy at law, and that, in the event of such a breach or threat thereof, the Employer shall be entitled to obtain a temporary restraining order and/or a preliminary injunction and a permanent injunction through any court of competent jurisdiction restraining the Employee from engaging in any activities prohibited by clause 8 or 9 or such other equitable relief as may be





required.

- b. The foregoing provisions and the provisions of clause 10 (b), 10 (c) and 11 shall survive the term of this appointment letter and the termination of the employment of the Employee with the Employer, and shall continue thereafter in full force and effect in accordance with their terms.

14. Termination

a. Termination with notice or payment in lieu of notice

- i. The Employer may terminate the Employment of the Employee without any reason by giving the Employee one (01) months' notice in writing or on payment of one (01) month's salary in lieu of such notice.
- ii. The Employee may terminate his employment with the Employer without any reason by giving the Employer two (02) months' notice in writing. The notice period (or any portion thereof) may be waived by the Employer after receipt of the notice from the Employee, in which case the employment will be deemed terminated by the Employee as of the date specified by the Employer. The Employer shall also have the option to require the Employee to absent himself from it premises on paid leave and not participate in the working of the Employer during the unexpired portion of the notice period.
- iii. The Employment of the Employee will terminate in the case of death of the Employee or, at the option of the Employer, upon Disability of the Employee.

b. Termination without notice

- i. Notwithstanding anything contained in this appointment letter, the Employer may terminate the Employment with immediate effect for Cause, at any time without notice or on payment in lieu thereof or any compensation what so ever.
- ii. Provided that non-achievement of prescribed goals set down by the organization, non-adherence to Employer rules, policies or code of conduct, disruption of the work place environment or sowing seeds of conflict, discussion of remuneration or any aspect of the terms of this appointment letter except with the notified authorities, habitual lateness or repeated absenteeism for any reason shall be a just cause for termination of the Employment without notice.

c. Post Termination Obligations

The Employee shall hand over all documents and materials constituting the property of the Employer, including any proprietary and Confidential Information, which may be in the possession of the Employee at the time of termination of his Employment.

15. Governing Law

This letter and Employment shall be governed by and construed in accordance with the laws of India.

16. Retirement Age

The retirement age for all employees is 58years.





17. Dispute Resolution and Jurisdiction

The Parties agree to first mediate any disputes or claims between them in good faith and resolve the disputes amicably and share the cost of mediation equally. In the event that mediation fails, any claim arising out of or relating to this Employment shall be resolved by reference to the court of competent jurisdiction over the subject matter of the dispute. The Parties hereby agree to submit themselves to the exclusive jurisdiction of the courts in Chennai, India.

18. Notices

Any notice or other communication required or which may be given hereunder shall be in writing and shall be delivered personally, telegraphed, telexed, sent by facsimile transmission or overnight courier, or sent by certified, registered or express mail, postage prepaid, and shall be deemed given when so delivered personally, telegraphed, telexed or sent by facsimile transmission or overnight courier, or, if mailed, 4 days after the date of mailing, to the notices mentioned above. A Party may by notice given in accordance with this clause to the other Party, designate another address for receipt of notices here under.

Please sign the enclosed copy of this letter and return it us to indicate your acceptance of this appointment.

We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you.

Sincerely,
For WEGoT Utility Solutions Private Limited,

Selvakumar AB
Director

I hereby accept the appointment letter and the terms and conditions of Employment.

Name:
Date:
Place:

ACCEPTED

C. Rajee





Annexure A: Salary -Breakup

| | |
|--------------------|-----------------------|
| Name | Sajee.C |
| Designation | Application Developer |

Salary Structure

| Components | Amount |
|-------------------------------|--------------------|
| BASIC | 9,126.00 |
| HRA | 6,084.00 |
| OTHER ALLOWANCE | 5,070.00 |
| MONTHLY GROSS(A) | 20,280.00 |
| Company Contribution's | |
| Employer PF | 1,704.00 |
| Employer ESIC | 659.00 |
| Gratuity | 274.00 |
| Total (B) | 2,636.00 |
| MonthlyCTC(A+B) | 22,916.00 |
| AnnualCTC | 2,75,000.00 |

- ❖ Statutory Payments will be deducted as per Govt norms
- ❖ Statutory Payments will change as per applicable Govt norms





Ref: JUL/19-07/IT/26

Date:15 -July-2019

MATHANNARAYANANSAMY P

7010777207

APPOINTMENTORDER

Dear

MATHANNARAYANANSAMY P,

Congratulations! We are pleased to confirm that you have been selected in our organization as **Application Developer** from **15-July-2019**. Your initial place of posting will be at **Chennai**. We trust that your knowledge, skills and experience will be among our most valuable assets.

The terms and conditions governing your employment are given below. Your salary and emoluments are given in the Annexure-A.

1. Employment

- a. The Employee will be required to carry out all duties, which are normally associated with employment in this position along with those duties which may be prescribed by the Employer.
- b. During the term of Employment, the Employer may change the Employee's above-mentioned position based on the Employer's working requirements or according to the Employee's working capacities and performance, including but not limited to adjustments made to the Employee's job description or work place, promotion, work transfer at the same level, demotion, or adjustments made to the Employee's responsibilities without any change to the Employee's position.

2. Term and Probation Period

- a. The Employee agrees that the 3(three) months of his Employment shall be constituted as probationary period, the period during which, the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.
- b. After the completion of the Probationary Period, the Employment of the Employee shall be confirmed by the Employer in its sole discretion.
- c. After the end of the Probationary Period, the Employment may be terminated in accordance with Clause 16 of this appointment letter.

3. Employee's representation and warranties

The Employee has been offered the employment with the Employer on the basis of the following representations. The Employee has represented and warranted to the Employer that:

WEGoT Utility Solutions Pvt Ltd

Regd. Office: Plot no. 45, Raju Nagar, 2nd Street, Mettukuppam,
Okkiyam, Thoraiyapakkam, Chennai – 600097 Tamilnadu





The Employee is free to enter into employment with the Employer without violation of any third-party rights and that the Employment with the Employer shall not result in a violation of any agreement or Restrictive condition that the Employee may have with any third party including the former Employers;

- a. The Employee is not a party to any arrangement or agreement which will compromise his ability to carry out the various duties referred to herein for and on behalf of the Employer;
- b. All the information provided by the Employee (including any relieving letter from the former Employer, information set forth in the resume, etc.) is truthful and accurate.

4. Performance of Duties

The Employee agrees that during the Employment Period, he shall devote his full business time to the business affairs of the Company and shall perform the duties assigned to him faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company from time to time.

- a. The Employee shall at all time, be subject to and bound by the rules and regulations of the Employer as may be in force from time to time or as may be brought to his notice by the Employer. The Employee shall comply with all the policies of the Employer issued from time to time.
- b. The Employee shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Employer, or otherwise misbehave in a manner that would be construed as being in violation of the rules of the Employer for the time being in force.
- c. The Employee shall abide by the Code of Ethics of the Company and shall maintain decorum within the Company premises.
- d. The Employee agrees that during the term of Employment, the Employee shall work exclusively for the Employer and will not perform or undertake to perform any Work for any other person without the prior written permission of the Employer. For the purposes of this appointment letter, "Work" shall mean and include any job, service, consultation, training, piece-work or contract work carried out by the Employee for the benefit of any third party either through himself or through any other person or legal entity for monetary gain or otherwise.

5. Compensation

Subject to the following provisions, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive an annual salary, payable in monthly or more frequent installments, as per the convenience of the Employer, an amount, as specified in Annexure B, subject to such increases from time to time, as determined by the Employer. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of Employment, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.





- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts as per procedure of the Employee's handbook.
- d. The Employee shall not be entitled to any benefits over and above what the Employee is entitled to under this appointment letter and any statutory benefits accruing to him under relevant Indian laws. The holidays and the leave of the Employee shall be governed by the Employer's policies.

6. Obligations of the Employee.

- a. During the course of Employment, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his / her Employment with the Employer.
- d. The Employee shall always ensure that his / her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy, Code of Ethics Policy, Dress Code Policy and Sexual Harassment Policy.
- e. The Employee upon termination or resignation shall return back the Company assets provided to him at the time of joining.
- f. The Employer hereby prohibits the Employee from engaging in any kind of harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premises of Company. If the Employee violates this term, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee. The Employer shall have sole discretion to terminate the Employee with immediate effect.
- g. Employee's obligation to maintain the confidentiality and security of Confidential Information remains even after Employee's employment with Company ends and continues for so long as such Confidential Information remains a trade secret.
- h. **"Confidential Information"** means information of the Employer which is of a confidential nature, and is disclosed to, created by, or obtained by the Employer or its employees, whether (without limitation) in graphic, written, electronic or machine readable form, oral or intangible, and whether or not the information is expressly stated to be confidential or marked as such, and includes, but is not limited to information of value or significance to the Employer or its competitors (present or potential) such as:
 - i. Customer data, in particular, names, addresses, sales figures and sales conditions of the Employer and its present or prospective clients;
 - ii. business data, particularly data relating to new products, promotion campaigns, distribution





strategies, license agreements and or any information directly or incidentally connected to any Intellectual Property Rights;

- iii. Any information which may be reasonably understood by its nature, or by the context of its disclosure to the Employer, to be confidential;
- iv. Financial data, in particular, concerning budgets, fees and revenue calculations, sales figures, financial statements, profit expectations and inventories of the Employer;
- v. Original information supplied by the Employer or information of third parties which the Employer is obligated to keep confidential; and;
- vi. Information not known to the Employer's competitors nor intended by the Employer for general dissemination;

7. Leave Policy

- a. The Employee shall be working 5(five) days in a week.
- b. The Employee is entitled to paid casual leaves and public holidays as mentioned under the Leave Policy of the Employer and notified from time to time.

8. Intellectual Property Rights

- a. The ownership of and sole rights to any copyrights, designs, patents and other intellectual property arising out of or in connection with any of the Employer's services, products, or goods to be manufactured by it or will manufacture/provide in the course of the Employees employment and / or if the Employee as a result of any research work comes to know of any better process which the Employee may develop ("**Intellectual Property Rights**") shall vest exclusively in the Employer and the Employee shall neither have nor been titled to make any claims with regard there to.
- b. The Employee hereby, absolutely and in perpetuity and for no further consideration, agree to assign any and all Intellectual Property Rights that the Employee may have under law or equity in favor of the Employer. The Employee agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 ("**Copyright Act**"), the assignment of the Intellectual Property Rights by the Employee shall not lapse nor the rights transferred there in revert to the Employee, even if the Employer does not exercise the rights under such assignment within a period of one (1) year from the date of the assignment. The Employee acknowledges and agrees that the Employee will waive any right to and shall not raise any objection or claims before the any statutory authority with respect to the assignment pursuant to Section 19 A of the Copyright Act.
- c. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Non-Compete And Non-Solicit

- a. The Employee hereby agrees that, during the duration of his Employment, the Employee will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the Business or any business of the





- affiliates of the Employer.
- b. Following the termination of the Employment, the Employee will not, whether directly or indirectly, on his own behalf or on behalf of or in conjunction with any other person, firm, Employer or other entity, for a period of one year canvass, solicit or entice away from the Employer or endeavor to solicit or entice away from the Employer
 - c. The Parties hereto recognize that the foregoing covenants in clauses 10 (a) and 10 (b) and the time and other limitations with respect there to, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and good will of the Employer, and agree that such limitations are reasonable with respect to the business activities of each of the Employee and the Employer.
 - I. Any person, firm or Employer who was within the period of 12 months prior to the termination of his employment, a client or customer of the Employer, or
 - II. any employee of the Employer for the purposes of employment who was employed by the Employer at the time of the termination of the Employees' employment whether or not such employee would commit any breach of contract by reason of leaving the Employer.

10. Confidentiality

- a. The Employee recognizes that the Employee is being hired in a position of trust and confidence with the Employer and will in the course of his employment with the Employer, be exposed to various items of secret and Confidential Information that are proprietary to the Employer. The Employee covenants to hold any such information in trust for the Employer and under takes not to disclose such information to any third party.
- b. Such information shall include, but is not limited to:
 - i. technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;
 - ii. information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
 - iii. information concerning Company's employees, including salaries, strengths, weaknesses and skills;
 - iv. information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use; and
 - v. Any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.
- c. The Employee will not at any time, directly or indirectly, disclose or divulge any Confidential Information except as required in connection with the performance of his duties for the Employer, and except to the extent required by law (but only after the Employee has provided the Employer with reasonable notice and opportunity to take action against any legally required disclosure).
- d. The Employee shall make no use whatsoever, directly or indirectly, of any Confidential Information at anytime, except as required in connection with the performance of his duties for the Employer.





- e. Upon the request of the Employer, at any time and for any reason, the Employee shall immediately deliver to the Employer all materials (including all soft and hard copies) in his possession, which contain or relate to Confidential Information.

11. Assignment

- a. The Employee acknowledges that any work including but not limited to inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment with the Company and which arise out of use of the Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not (i) conducted at the Company's facilities, (ii) during working hours or (iii) using Company assets), or which are useful with or relate directly or indirectly to any "Company Interest" (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used, proposed, under consideration or under development by the Company) are "works made for hire" and the Employee shall promptly disclose and provide all of the foregoing Inventions (the "Assigned Inventions") to the Company. To the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

12. Non-disclosure of Trade Secrets.

Employee shall keep Company's Confidential Information, whether or not prepared or developed by Employee, in the strictest confidence. Employee will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Employee make use of any Confidential Information for Employee's own purposes or the benefit of anyone other than Company.

However, Employee shall have no obligation to treat as confidential any information which:

- a. Was in Employee's possession or known to Employee, without an obligation to keep it confidential, before such information was disclosed to Employee by Company;
- b. Is or becomes public knowledge through a source other than Employee and through no fault of Employee; or
- c. Is or becomes lawfully available to Employee from a source other than Company.

13. Remedies

- a. Notwithstanding anything contained in this appointment letter and without limiting the remedies available to the Employer, the Employee acknowledges that a breach of any of the covenants contained in clause 10 or 11 could result in irreparable injury to the Employer for which there might be no adequate remedy at law, and that, in the event of such a breach or threat thereof, the Employer shall be entitled to obtain a temporary restraining order and/or a preliminary injunction and a permanent injunction through any court of competent jurisdiction restraining the Employee from engaging in any activities prohibited by clause 8 or 9 or such other equitable relief as may be





required.

- b. The foregoing provisions and the provisions of clause 10 (b), 10 (c) and 11 shall survive the term of this appointment letter and the termination of the employment of the Employee with the Employer, and shall continue thereafter in full force and effect in accordance with their terms.

14. Termination

a. Termination with notice or payment in lieu of notice

- i. The Employer may terminate the Employment of the Employee without any reason by giving the Employee one (01) months' notice in writing or on payment of one (01) month's salary in lieu of such notice.
- ii. The Employee may terminate his employment with the Employer without any reason by giving the Employer two (02) months' notice in writing. The notice period (or any portion thereof) may be waived by the Employer after receipt of the notice from the Employee, in which case the employment will be deemed terminated by the Employee as of the date specified by the Employer. The Employer shall also have the option to require the Employee to absent himself from it premises on paid leave and not participate in the working of the Employer during the unexpired portion of the notice period.
- iii. The Employment of the Employee will terminate in the case of death of the Employee or, at the option of the Employer, upon Disability of the Employee.

b. Termination without notice

- i. Notwithstanding anything contained in this appointment letter, the Employer may terminate the Employment with immediate effect for Cause, at any time without notice or on payment in lieu thereof or any compensation what so ever.
- ii. Provided that non-achievement of prescribed goals set down by the organization, non-adherence to Employer rules, policies or code of conduct, disruption of the work place environment or sowing seeds of conflict, discussion of remuneration or any aspect of the terms of this appointment letter except with the notified authorities, habitual lateness or repeated absenteeism for any reason shall be a just cause for termination of the Employment without notice.

c. Post Termination Obligations

The Employee shall hand over all documents and materials constituting the property of the Employer, including any proprietary and Confidential Information, which may be in the possession of the Employee at the time of termination of his Employment.

15. Governing Law

This letter and Employment shall be governed by and construed in accordance with the laws of India.

16. Retirement Age

The retirement age for all employees is 58years.





17. Dispute Resolution and Jurisdiction

The Parties agree to first mediate any disputes or claims between them in good faith and resolve the disputes amicably and share the cost of mediation equally. In the event that mediation fails, any claim arising out of or relating to this Employment shall be resolved by reference to the court of competent jurisdiction over the subject matter of the dispute. The Parties hereby agree to submit themselves to the exclusive jurisdiction of the courts in Chennai, India.

18. Notices

Any notice or other communication required or which may be given hereunder shall be in writing and shall be delivered personally, telegraphed, telexed, sent by facsimile transmission or overnight courier, or sent by certified, registered or express mail, postage prepaid, and shall be deemed given when so delivered personally, telegraphed, telexed or sent by facsimile transmission or overnight courier, or, if mailed, 4 days after the date of mailing, to the notices mentioned above. A Party may by notice given in accordance with this clause to the other Party, designate another address for receipt of notices here under.

Please sign the enclosed copy of this letter and return it us to indicate your acceptance of this appointment.

We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you.

Sincerely,

For WEGoT Utility Solutions Private Limited,

Selvakumar AB
Director

I hereby accept the appointment letter and the terms and conditions of Employment.

Name:

Date:

Place:





Annexure A: Salary -Breakup

| | |
|--------------------|-----------------------|
| Name | MATHANNARAYANANSAMY P |
| Designation | Application Developer |

Salary Structure

| Components | Amount |
|-------------------------------|--------------------|
| BASIC | 9,126.00 |
| HRA | 6,084.00 |
| OTHER ALLOWANCE | 5,070.00 |
| MONTHLY GROSS(A) | 20,280.00 |
| Company Contribution's | |
| Employer PF | 1,704.00 |
| Employer ESIC | 659.00 |
| Gratuity | 274.00 |
| Total (B) | 2,636.00 |
| MonthlyCTC(A+B) | 22,916.00 |
| AnnualCTC | 2,75,000.00 |

- ❖ Statutory Payments will be deducted as per Govt norms
- ❖ Statutory Payments will change as per applicable Govt norms





Ref: JUL/19-07/IT/18

Date:15 -July-2019

N.Anusuya

9688893681

APPOINTMENTORDER

Dear **N.Anusuya**,

Congratulations! We are pleased to confirm that you have been selected in our organization as **Application Developer** from **15-July-2019**. Your initial place of posting will be at **Chennai**. We trust that your knowledge, skills and experience will be among our most valuable assets.

The terms and conditions governing your employment are given below. Your salary and emoluments are given in the Annexure-A.

1. Employment

- a. The Employee will be required to carry out all duties, which are normally associated with employment in this position along with those duties which may be prescribed by the Employer.
- b. During the term of Employment, the Employer may change the Employee's above-mentioned position based on the Employer's working requirements or according to the Employee's working capacities and performance, including but not limited to adjustments made to the Employee's job description or work place, promotion, work transfer at the same level, demotion, or adjustments made to the Employee's responsibilities without any change to the Employee's position.

2. Term and Probation Period

- a. The Employee agrees that the 3(three) months of his Employment shall be constituted as probationary period, the period during which, the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.
- b. After the completion of the Probationary Period, the Employment of the Employee shall be confirmed by the Employer in its sole discretion.
- c. After the end of the Probationary Period, the Employment may be terminated in accordance with Clause 16 of this appointment letter.

3. Employee's representation and warranties

The Employee has been offered the employment with the Employer on the basis of the following representations. The Employee has represented and warranted to the Employer that:





The Employee is free to enter into employment with the Employer without violation of any third-party rights and that the Employment with the Employer shall not result in a violation of any agreement or Restrictive condition that the Employee may have with any third party including the former Employers;

- a. The Employee is not a party to any arrangement or agreement which will compromise his ability to carry out the various duties referred to herein for and on behalf of the Employer;
- b. All the information provided by the Employee (including any relieving letter from the former Employer, information set forth in the resume, etc.) is truthful and accurate.

4. Performance of Duties

The Employee agrees that during the Employment Period, he shall devote his full business time to the business affairs of the Company and shall perform the duties assigned to him faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company from time to time.

- a. The Employee shall at all time, be subject to and bound by the rules and regulations of the Employer as may be in force from time to time or as may be brought to his notice by the Employer. The Employee shall comply with all the policies of the Employer issued from time to time.
- b. The Employee shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Employer, or otherwise misbehave in a manner that would be construed as being in violation of the rules of the Employer for the time being in force.
- c. The Employee shall abide by the Code of Ethics of the Company and shall maintain decorum within the Company premises.
- d. The Employee agrees that during the term of Employment, the Employee shall work exclusively for the Employer and will not perform or undertake to perform any Work for any other person without the prior written permission of the Employer. For the purposes of this appointment letter, "Work" shall mean and include any job, service, consultation, training, piece-work or contract work carried out by the Employee for the benefit of any third party either through himself or through any other person or legal entity for monetary gain or otherwise.

5. Compensation

Subject to the following provisions, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive an annual salary, payable in monthly or more frequent installments, as per the convenience of the Employer, an amount, as specified in Annexure B, subject to such increases from time to time, as determined by the Employer. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of Employment, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.





- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts as per procedure of the Employee's handbook.
- d. The Employee shall not be entitled to any benefits over and above what the Employee is entitled to under this appointment letter and any statutory benefits accruing to him under relevant Indian laws. The holidays and the leave of the Employee shall be governed by the Employer's policies.

6. Obligations of the Employee.

- a. During the course of Employment, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his / her Employment with the Employer.
- d. The Employee shall always ensure that his / her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy, Code of Ethics Policy, Dress Code Policy and Sexual Harassment Policy.
- e. The Employee upon termination or resignation shall return back the Company assets provided to him at the time of joining.
- f. The Employer hereby prohibits the Employee from engaging in any kind of harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premises of Company. If the Employee violates this term, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee. The Employer shall have sole discretion to terminate the Employee with immediate effect.
- g. Employee's obligation to maintain the confidentiality and security of Confidential Information remains even after Employee's employment with Company ends and continues for so long as such Confidential Information remains a trade secret.
- h. **"Confidential Information"** means information of the Employer which is of a confidential nature, and is disclosed to, created by, or obtained by the Employer or its employees, whether (without limitation) in graphic, written, electronic or machine readable form, oral or intangible, and whether or not the information is expressly stated to be confidential or marked as such, and includes, but is not limited to information of value or significance to the Employer or its competitors (present or potential) such as:
 - i. Customer data, in particular, names, addresses, sales figures and sales conditions of the Employer and its present or prospective clients;
 - ii. business data, particularly data relating to new products, promotion campaigns, distribution





- strategies, license agreements and or any information directly or incidentally connected to any Intellectual Property Rights;
- iii. Any information which may be reasonably understood by its nature, or by the context of its disclosure to the Employer, to be confidential;
 - iv. Financial data, in particular, concerning budgets, fees and revenue calculations, sales figures, financial statements, profit expectations and inventories of the Employer;
 - v. Original information supplied by the Employer or information of third parties which the Employer is obligated to keep confidential; and;
 - vi. Information not known to the Employer's competitors nor intended by the Employer for general dissemination;

7. Leave Policy

- a. The Employee shall be working 5(five) days in a week.
- b. The Employee is entitled to paid casual leaves and public holidays as mentioned under the Leave Policy of the Employer and notified from time to time.

8. Intellectual Property Rights

- a. The ownership of and sole rights to any copyrights, designs, patents and other intellectual property arising out of or in connection with any of the Employer's services, products, or goods to be manufactured by it or will manufacture/provide in the course of the Employees employment and / or if the Employee as a result of any research work comes to know of any better process which the Employee may develop ("**Intellectual Property Rights**") shall vest exclusively in the Employer and the Employee shall neither have nor been titled to make any claims with regard there to.
- b. The Employee hereby, absolutely and in perpetuity and for no further consideration, agree to assign any and all Intellectual Property Rights that the Employee may have under law or equity in favor of the Employer. The Employee agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 ("**Copyright Act**"), the assignment of the Intellectual Property Rights by the Employee shall not lapse nor the rights transferred there in revert to the Employee, even if the Employer does not exercise the rights under such assignment within a period of one (1) year from the date of the assignment. The Employee acknowledges and agrees that the Employee will waive any right to and shall not raise any objection or claims before the any statutory authority with respect to the assignment pursuant to Section 19 A of the Copyright Act.
- c. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Non-Compete And Non-Solicit

- a. The Employee hereby agrees that, during the duration of his Employment, the Employee will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the Business or any business of the





affiliates of the Employer.

- b. Following the termination of the Employment, the Employee will not, whether directly or indirectly, on his own behalf or on behalf of or in conjunction with any other person, firm, Employer or other entity, for a period of one year canvass, solicit or entice away from the Employer or endeavor to solicit or entice away from the Employer
- c. The Parties hereto recognize that the foregoing covenants in clauses 10 (a) and 10 (b) and the time and other limitations with respect there to, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and good will of the Employer, and agree that such limitations are reasonable with respect to the business activities of each of the Employee and the Employer.
 - I. Any person, firm or Employer who was within the period of 12 months prior to the termination of his employment, a client or customer of the Employer, or
 - II. any employee of the Employer for the purposes of employment who was employed by the Employer at the time of the termination of the Employees' employment whether or not such employee would commit any breach of contract by reason of leaving the Employer.

10. Confidentiality

- a. The Employee recognizes that the Employee is being hired in a position of trust and confidence with the Employer and will in the course of his employment with the Employer, be exposed to various items of secret and Confidential Information that are proprietary to the Employer. The Employee covenants to hold any such information in trust for the Employer and under takes not to disclose such information to any third party.
- b. Such information shall include, but is not limited to:
 - i. technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;
 - ii. information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
 - iii. information concerning Company's employees, including salaries, strengths, weaknesses and skills;
 - iv. information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use; and
 - v. Any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.
- c. The Employee will not at any time, directly or indirectly, disclose or divulge any Confidential Information except as required in connection with the performance of his duties for the Employer, and except to the extent required by law (but only after the Employee has provided the Employer with reasonable notice and opportunity to take action against any legally required disclosure).
- d. The Employee shall make no use whatsoever, directly or indirectly, of any Confidential Information at anytime, except as required in connection with the performance of his duties for the Employer.





- e. Upon the request of the Employer, at any time and for any reason, the Employee shall immediately deliver to the Employer all materials (including all soft and hard copies) in his possession, which contain or relate to Confidential Information.

11. Assignment

- a. The Employee acknowledges that any work including but not limited to inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment with the Company and which arise out of use of the Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not (i) conducted at the Company's facilities, (ii) during working hours or (iii) using Company assets), or which are useful with or relate directly or indirectly to any "Company Interest" (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used, proposed, under consideration or under development by the Company) are "works made for hire" and the Employee shall promptly disclose and provide all of the foregoing Inventions (the "Assigned Inventions") to the Company. To the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

12. Non-disclosure of Trade Secrets.

Employee shall keep Company's Confidential Information, whether or not prepared or developed by Employee, in the strictest confidence. Employee will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Employee make use of any Confidential Information for Employee's own purposes or the benefit of anyone other than Company.

However, Employee shall have no obligation to treat as confidential any information which:

- a. Was in Employee's possession or known to Employee, without an obligation to keep it confidential, before such information was disclosed to Employee by Company;
- b. Is or becomes public knowledge through a source other than Employee and through no fault of Employee; or
- c. Is or becomes lawfully available to Employee from a source other than Company.

13. Remedies

- a. Notwithstanding anything contained in this appointment letter and without limiting the remedies available to the Employer, the Employee acknowledges that a breach of any of the covenants contained in clause 10 or 11 could result in irreparable injury to the Employer for which there might be no adequate remedy at law, and that, in the event of such a breach or threat thereof, the Employer shall be entitled to obtain a temporary restraining order and/or a preliminary injunction and a permanent injunction through any court of competent jurisdiction restraining the Employee from engaging in any activities prohibited by clause 8 or 9 or such other equitable relief as may be





required.

- b. The foregoing provisions and the provisions of clause 10 (b), 10 (c) and 11 shall survive the term of this appointment letter and the termination of the employment of the Employee with the Employer, and shall continue thereafter in full force and effect in accordance with their terms.

14. Termination

a. Termination with notice or payment in lieu of notice

- i. The Employer may terminate the Employment of the Employee without any reason by giving the Employee one (01) months' notice in writing or on payment of one (01) month's salary in lieu of such notice.
- ii. The Employee may terminate his employment with the Employer without any reason by giving the Employer two (02) months' notice in writing. The notice period (or any portion thereof) may be waived by the Employer after receipt of the notice from the Employee, in which case the employment will be deemed terminated by the Employee as of the date specified by the Employer. The Employer shall also have the option to require the Employee to absent himself from it premises on paid leave and not participate in the working of the Employer during the unexpired portion of the notice period.
- iii. The Employment of the Employee will terminate in the case of death of the Employee or, at the option of the Employer, upon Disability of the Employee.

b. Termination without notice

- i. Notwithstanding anything contained in this appointment letter, the Employer may terminate the Employment with immediate effect for Cause, at any time without notice or on payment in lieu thereof or any compensation what so ever.
- ii. Provided that non-achievement of prescribed goals set down by the organization, non-adherence to Employer rules, policies or code of conduct, disruption of the work place environment or sowing seeds of conflict, discussion of remuneration or any aspect of the terms of this appointment letter except with the notified authorities, habitual lateness or repeated absenteeism for any reason shall be a just cause for termination of the Employment without notice.

c. Post Termination Obligations

The Employee shall hand over all documents and materials constituting the property of the Employer, including any proprietary and Confidential Information, which may be in the possession of the Employee at the time of termination of his Employment.

15. Governing Law

This letter and Employment shall be governed by and construed in accordance with the laws of India.

16. Retirement Age

The retirement age for all employees is 58years.





17. Dispute Resolution and Jurisdiction

The Parties agree to first mediate any disputes or claims between them in good faith and resolve the disputes amicably and share the cost of mediation equally. In the event that mediation fails, any claim arising out of or relating to this Employment shall be resolved by reference to the court of competent jurisdiction over the subject matter of the dispute. The Parties hereby agree to submit themselves to the exclusive jurisdiction of the courts in Chennai, India.

18. Notices

Any notice or other communication required or which may be given hereunder shall be in writing and shall be delivered personally, telegraphed, telexed, sent by facsimile transmission or overnight courier, or sent by certified, registered or express mail, postage prepaid, and shall be deemed given when so delivered personally, telegraphed, telexed or sent by facsimile transmission or overnight courier, or, if mailed, 4 days after the date of mailing, to the notices mentioned above. A Party may by notice given in accordance with this clause to the other Party, designate another address for receipt of notices here under.

Please sign the enclosed copy of this letter and return it us to indicate your acceptance of this appointment.

We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you.

Sincerely,

For WEGoT Utility Solutions Private Limited,

A handwritten signature in black ink, appearing to read "Selvakumar AB".

Selvakumar AB
Director

I hereby accept the appointment letter and the terms and conditions of Employment.

Name:

Date:

Place:





Annexure A: Salary -Breakup

| | |
|--------------------|-----------------------|
| Name | N.Anusuya |
| Designation | Application Developer |

Salary Structure

| Components | Amount |
|-------------------------------|--------------------|
| BASIC | 9,126.00 |
| HRA | 6,084.00 |
| OTHER ALLOWANCE | 5,070.00 |
| MONTHLY GROSS(A) | 20,280.00 |
| Company Contribution's | |
| Employer PF | 1,704.00 |
| Employer ESIC | 659.00 |
| Gratuity | 274.00 |
| Total (B) | 2,636.00 |
| MonthlyCTC(A+B) | 22,916.00 |
| AnnualCTC | 2,75,000.00 |

- ❖ Statutory Payments will be deducted as per Govt norms
- ❖ Statutory Payments will change as per applicable Govt norms

*Accepted
N. Anusuya*





Ref: JUL/19-07/IT/25

Date:15 -July-2019

G.Gunavathi

9486103204

APPOINTMENTORDER

Dear **G.Gunavathi**,

Congratulations! We are pleased to confirm that you have been selected in our organization as **Application Developer** from **15-July-2019**. Your initial place of posting will be at **Chennai**. We trust that your knowledge, skills and experience will be among our most valuable assets.

The terms and conditions governing your employment are given below. Your salary and emoluments are given in the Annexure-A.

1. Employment

- a. The Employee will be required to carry out all duties, which are normally associated with employment in this position along with those duties which may be prescribed by the Employer.
- b. During the term of Employment, the Employer may change the Employee's above-mentioned position based on the Employer's working requirements or according to the Employee's working capacities and performance, including but not limited to adjustments made to the Employee's job description or work place, promotion, work transfer at the same level, demotion, or adjustments made to the Employee's responsibilities without any change to the Employee's position.

2. Term and Probation Period

- a. The Employee agrees that the 3(three) months of his Employment shall be constituted as probationary period, the period during which, the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.
- b. After the completion of the Probationary Period, the Employment of the Employee shall be confirmed by the Employer in its sole discretion.
- c. After the end of the Probationary Period, the Employment may be terminated in accordance with Clause 16 of this appointment letter.

3. Employee's representation and warranties

The Employee has been offered the employment with the Employer on the basis of the following representations. The Employee has represented and warranted to the Employer that:





The Employee is free to enter into employment with the Employer without violation of any third-party rights and that the Employment with the Employer shall not result in a violation of any agreement or Restrictive condition that the Employee may have with any third party including the former Employers;

- a. The Employee is not a party to any arrangement or agreement which will compromise his ability to carry out the various duties referred to herein for and on behalf of the Employer;
- b. All the information provided by the Employee (including any relieving letter from the former Employer, information set forth in the resume, etc.) is truthful and accurate.

4. Performance of Duties

The Employee agrees that during the Employment Period, he shall devote his full business time to the business affairs of the Company and shall perform the duties assigned to him faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company from time to time.

- a. The Employee shall at all time, be subject to and bound by the rules and regulations of the Employer as may be in force from time to time or as may be brought to his notice by the Employer. The Employee shall comply with all the policies of the Employer issued from time to time.
- b. The Employee shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Employer, or otherwise misbehave in a manner that would be construed as being in violation of the rules of the Employer for the time being in force.
- c. The Employee shall abide by the Code of Ethics of the Company and shall maintain decorum within the Company premises.
- d. The Employee agrees that during the term of Employment, the Employee shall work exclusively for the Employer and will not perform or undertake to perform any Work for any other person without the prior written permission of the Employer. For the purposes of this appointment letter, "**Work**" shall mean and include any job, service, consultation, training, piece-work or contract work carried out by the Employee for the benefit of any third party either through himself or through any other person or legal entity for monetary gain or otherwise.

5. Compensation

Subject to the following provisions, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive an annual salary, payable in monthly or more frequent installments, as per the convenience of the Employer, an amount, as specified in Annexure B, subject to such increases from time to time, as determined by the Employer. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of Employment, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.





- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts as per procedure of the Employee's handbook.
- d. The Employee shall not be entitled to any benefits over and above what the Employee is entitled to under this appointment letter and any statutory benefits accruing to him under relevant Indian laws. The holidays and the leave of the Employee shall be governed by the Employer's policies.

6. Obligations of the Employee.

- a. During the course of Employment, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his / her Employment with the Employer.
- d. The Employee shall always ensure that his / her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy, Code of Ethics Policy, Dress Code Policy and Sexual Harassment Policy.
- e. The Employee upon termination or resignation shall return back the Company assets provided to him at the time of joining.
- f. The Employer hereby prohibits the Employee from engaging in any kind of harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premises of Company. If the Employee violates this term, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee. The Employer shall have sole discretion to terminate the Employee with immediate effect.
- g. Employee's obligation to maintain the confidentiality and security of Confidential Information remains even after Employee's employment with Company ends and continues for so long as such Confidential Information remains a trade secret.
- h. **"Confidential Information"** means information of the Employer which is of a confidential nature, and is disclosed to, created by, or obtained by the Employer or its employees, whether (without limitation) in graphic, written, electronic or machine readable form, oral or intangible, and whether or not the information is expressly stated to be confidential or marked as such, and includes, but is not limited to information of value or significance to the Employer or its competitors (present or potential) such as:
 - i. Customer data, in particular, names, addresses, sales figures and sales conditions of the Employer and its present or prospective clients;
 - ii. business data, particularly data relating to new products, promotion campaigns, distribution





strategies, license agreements and or any information directly or incidentally connected to any Intellectual Property Rights;

- iii. Any information which may be reasonably understood by its nature, or by the context of its disclosure to the Employer, to be confidential;
- iv. Financial data, in particular, concerning budgets, fees and revenue calculations, sales figures, financial statements, profit expectations and inventories of the Employer;
- v. Original information supplied by the Employer or information of third parties which the Employer is obligated to keep confidential; and;
- vi. Information not known to the Employer's competitors nor intended by the Employer for general dissemination;

7. Leave Policy

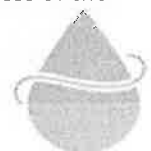
- a. The Employee shall be working 5(five) days in a week.
- b. The Employee is entitled to paid casual leaves and public holidays as mentioned under the Leave Policy of the Employer and notified from time to time.

8. Intellectual Property Rights

- a. The ownership of and sole rights to any copyrights, designs, patents and other intellectual property arising out of or in connection with any of the Employer's services, products, or goods to be manufactured by it or will manufacture/provide in the course of the Employees employment and / or if the Employee as a result of any research work comes to know of any better process which the Employee may develop ("**Intellectual Property Rights**") shall vest exclusively in the Employer and the Employee shall neither have nor been titled to make any claims with regard there to.
- b. The Employee hereby, absolutely and in perpetuity and for no further consideration, agree to assign any and all Intellectual Property Rights that the Employee may have under law or equity in favor of the Employer. The Employee agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 ("**Copyright Act**"), the assignment of the Intellectual Property Rights by the Employee shall not lapse nor the rights transferred there in revert to the Employee, even if the Employer does not exercise the rights under such assignment within a period of one (1) year from the date of the assignment. The Employee acknowledges and agrees that the Employee will waive any right to and shall not raise any objection or claims before the any statutory authority with respect to the assignment pursuant to Section 19 A of the Copyright Act.
- c. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Non-Compete And Non-Solicit

- a. The Employee hereby agrees that, during the duration of his Employment, the Employee will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the Business or any business of the





affiliates of the Employer.

- b. Following the termination of the Employment, the Employee will not, whether directly or indirectly, on his own behalf or on behalf of or in conjunction with any other person, firm, Employer or other entity, for a period of one year canvass, solicit or entice away from the Employer or endeavor to solicit or entice away from the Employer
- c. The Parties hereto recognize that the foregoing covenants in clauses 10 (a) and 10 (b) and the time and other limitations with respect there to, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and good will of the Employer, and agree that such limitations are reasonable with respect to the business activities of each of the Employee and the Employer.
 - I. Any person, firm or Employer who was within the period of 12 months prior to the termination of his employment, a client or customer of the Employer, or
 - II. any employee of the Employer for the purposes of employment who was employed by the Employer at the time of the termination of the Employees' employment whether or not such employee would commit any breach of contract by reason of leaving the Employer.

10. Confidentiality

- a. The Employee recognizes that the Employee is being hired in a position of trust and confidence with the Employer and will in the course of his employment with the Employer, be exposed to various items of secret and Confidential Information that are proprietary to the Employer. The Employee covenants to hold any such information in trust for the Employer and under takes not to disclose such information to any third party.
- b. Such information shall include, but is not limited to:
 - i. technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;
 - ii. information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;
 - iii. information concerning Company's employees, including salaries, strengths, weaknesses and skills;
 - iv. information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use; and
 - v. Any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.
- c. The Employee will not at any time, directly or indirectly, disclose or divulge any Confidential Information except as required in connection with the performance of his duties for the Employer, and except to the extent required by law (but only after the Employee has provided the Employer with reasonable notice and opportunity to take action against any legally required disclosure).
- d. The Employee shall make no use whatsoever, directly or indirectly, of any Confidential Information at anytime, except as required in connection with the performance of his duties for the Employer.





- e. Upon the request of the Employer, at any time and for any reason, the Employee shall immediately deliver to the Employer all materials (including all soft and hard copies) in his possession, which contain or relate to Confidential Information.

11. Assignment

- a. The Employee acknowledges that any work including but not limited to inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment with the Company and which arise out of use of the Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not (i) conducted at the Company's facilities, (ii) during working hours or (iii) using Company assets), or which are useful with or relate directly or indirectly to any "Company Interest" (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used, proposed, under consideration or under development by the Company) are "works made for hire" and the Employee shall promptly disclose and provide all of the foregoing Inventions (the "Assigned Inventions") to the Company. To the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

12. Non-disclosure of Trade Secrets.

Employee shall keep Company's Confidential Information, whether or not prepared or developed by Employee, in the strictest confidence. Employee will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Employee make use of any Confidential Information for Employee's own purposes or the benefit of anyone other than Company.

However, Employee shall have no obligation to treat as confidential any information which:

- a. Was in Employee's possession or known to Employee, without an obligation to keep it confidential, before such information was disclosed to Employee by Company;
- b. Is or becomes public knowledge through a source other than Employee and through no fault of Employee; or
- c. Is or becomes lawfully available to Employee from a source other than Company.

13. Remedies

- a. Notwithstanding anything contained in this appointment letter and without limiting the remedies available to the Employer, the Employee acknowledges that a breach of any of the covenants contained in clause 10 or 11 could result in irreparable injury to the Employer for which there might be no adequate remedy at law, and that, in the event of such a breach or threat thereof, the Employer shall be entitled to obtain a temporary restraining order and/or a preliminary injunction and a permanent injunction through any court of competent jurisdiction restraining the Employee from engaging in any activities prohibited by clause 8 or 9 or such other equitable relief as may be





required.

- b. The foregoing provisions and the provisions of clause 10 (b), 10 (c) and 11 shall survive the term of this appointment letter and the termination of the employment of the Employee with the Employer, and shall continue thereafter in full force and effect in accordance with their terms.

14. Termination

a. Termination with notice or payment in lieu of notice

- i. The Employer may terminate the Employment of the Employee without any reason by giving the Employee one (01) months' notice in writing or on payment of one (01) month's salary in lieu of such notice.
- ii. The Employee may terminate his employment with the Employer without any reason by giving the Employer two (02) months' notice in writing. The notice period (or any portion thereof) may be waived by the Employer after receipt of the notice from the Employee, in which case the employment will be deemed terminated by the Employee as of the date specified by the Employer. The Employer shall also have the option to require the Employee to absent himself from it premises on paid leave and not participate in the working of the Employer during the unexpired portion of the notice period.
- iii. The Employment of the Employee will terminate in the case of death of the Employee or, at the option of the Employer, upon Disability of the Employee.

b. Termination without notice

- i. Notwithstanding anything contained in this appointment letter, the Employer may terminate the Employment with immediate effect for Cause, at any time without notice or on payment in lieu thereof or any compensation what so ever.
- ii. Provided that non-achievement of prescribed goals set down by the organization, non-adherence to Employer rules, policies or code of conduct, disruption of the work place environment or sowing seeds of conflict, discussion of remuneration or any aspect of the terms of this appointment letter except with the notified authorities, habitual lateness or repeated absenteeism for any reason shall be a just cause for termination of the Employment without notice.

c. Post Termination Obligations

The Employee shall hand over all documents and materials constituting the property of the Employer, including any proprietary and Confidential Information, which may be in the possession of the Employee at the time of termination of his Employment.

15. Governing Law

This letter and Employment shall be governed by and construed in accordance with the laws of India.

16. Retirement Age

The retirement age for all employees is 58years.





17. Dispute Resolution and Jurisdiction

The Parties agree to first mediate any disputes or claims between them in good faith and resolve the disputes amicably and share the cost of mediation equally. In the event that mediation fails, any claim arising out of or relating to this Employment shall be resolved by reference to the court of competent jurisdiction over the subject matter of the dispute. The Parties hereby agree to submit themselves to the exclusive jurisdiction of the courts in Chennai, India.

18. Notices

Any notice or other communication required or which may be given hereunder shall be in writing and shall be delivered personally, telegraphed, telexed, sent by facsimile transmission or overnight courier, or sent by certified, registered or express mail, postage prepaid, and shall be deemed given when so delivered personally, telegraphed, telexed or sent by facsimile transmission or overnight courier, or, if mailed, 4 days after the date of mailing, to the notices mentioned above. A Party may by notice given in accordance with this clause to the other Party, designate another address for receipt of notices here under.

Please sign the enclosed copy of this letter and return it us to indicate your acceptance of this appointment.

We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you.

Sincerely,

For WEGoT Utility Solutions Private Limited,

A handwritten signature in black ink, appearing to read "Selvakumar AB".

Selvakumar AB
Director

I hereby accept the appointment letter and the terms and conditions of Employment.

Name:

Date:

Place:





Annexure A: Salary -Breakup

| | |
|--------------------|-----------------------|
| Name | G.Gunavathi |
| Designation | Application Developer |

Salary Structure

| Components | Amount |
|-------------------------------|--------------------|
| BASIC | 9,126.00 |
| HRA | 6,084.00 |
| OTHER ALLOWANCE | 5,070.00 |
| MONTHLY GROSS(A) | 20,280.00 |
| Company Contribution's | |
| Employer PF | 1,704.00 |
| Employer ESIC | 659.00 |
| Gratuity | 274.00 |
| Total (B) | 2,636.00 |
| MonthlyCTC(A+B) | 22,916.00 |
| AnnualCTC | 2,75,000.00 |

- ❖ Statutory Payments will be deducted as per Govt norms
- ❖ Statutory Payments will change as per applicable Govt norms

Accepted.
G. Gun





DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906258

Dear Arulmary A,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yousif', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai-600002

careers@ysquaretechnology.com

June 06, 2019

Dear Arulmary A,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office "Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002" with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai-600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear Arulmary A,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906264

Dear R.Bhuvaneshwari,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', written over a light blue horizontal line.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear R.Bhuvaneshwari,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office "Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002" with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____

Accepted
R. Bhuvaneshwari



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear R.Bhuvaneshwari,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/ or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____

Accepted
R. Bhuvaneshwari



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906255

Dear Geetha.R,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear Geetha.R,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear Geetha.R,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

K. Mohamed Yusef

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____

*Accepted
R. Grestha*



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906415

Dear Karthi. L,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear Karthi. L,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear Karthi. L,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. **Respect for Rights of Former Employers:** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product:** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. **Company Property:** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Relief Extension:** I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. **Severability, Authority for Revision, Assignment Governing Law:** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', written over a horizontal line.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906425

Dear Priyadharshini. P,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yousif', written over a light blue horizontal line.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Dear Priyadharshini. P,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office "Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002" with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____

Accepted
Priya harshini



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear Priyadharshini. P,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/ or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

K. Mohamed Yusef

Director: Ysquare Technology, Chennai

*Accepted .
Priyadarshini*

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906259

Dear Sandhiya S,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear Sandhiya S,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as “Notice Period”).
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____

Accepted
Sandhya S.S



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear Sandhiya S,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai-600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

K. Mohamed Yusef

Director: Ysquare Technology, Chennai

*Accepted
Sandhya . S*

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906260

Dear Yamuna.R,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear Yamuna.R,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as “Notice Period”).
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____

Accepted
R. Yarnuna



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear Yamuna.R,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

4. **Respect for Rights of Former Employers:** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product:** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. **Company Property:** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Relief Extension:** I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. **Severability, Authority for Revision, Assignment Governing Law:** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/ or customer contacts to assist me in my duties).Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____

Accepted



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906628

Dear ARUNKUMAR R,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', with a stylized flourish at the end.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Dear ARUNKUMAR R,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019** on **failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office "Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002" with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear ARUNKUMAR R,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', is written over a horizontal line.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906629

Dear **KARTHIKAYANI S,**

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yousif', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai-600002

careers@ysquaretechnology.com

June 06, 2019

Dear KARTHIKAYANI S,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office "Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002" with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai-600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', is written over a horizontal line.

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear KARTHIKAYANI S,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', written over a horizontal line.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906630

Dear PRIYANGA C,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yousif', with a stylized flourish at the end.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear PRIYANGA C,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019** on **failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as “Notice Period”).
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of-work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', is written over a horizontal line.

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear PRIYANGA C,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/ or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef'.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906627

Dear Dhivya D,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear Dhivya D,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear Dhivya D,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', written over a horizontal line.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906263

Dear Sathia S,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear Sathia S,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear Sathia S,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', is written over a horizontal line.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906631

Dear LASHMI S,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Dear LASHMI S,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office "Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002" with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', is written over a horizontal line.

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear LASHMI S,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. **Respect for Rights of Former Employers:** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product:** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. **Company Property:** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Relief Extension:** I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. **Severability, Authority for Revision, Assignment Governing Law:** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/ or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', is written over a horizontal line.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906357

Dear B.Dhashanakumar,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear B.Dhashanakumar,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office "Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002" with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as "Notice Period").
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai-600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear B.Dhashanakumar,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink that reads 'K. Mohamed Yusef'.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____

A handwritten signature in blue ink that reads 'Received B. Dhruv'.



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906268

Dear M.Vasumathi,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef'.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear M.Vasumathi,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company’s business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as “Notice Period”).
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yaseen', is written over a horizontal line.

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear M.Vasumathi,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/ or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

K. Mohamed Yusef

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____

Received.
M. Vasumathi



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906632

Dear AMALAVANI G D,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', with a stylized flourish at the end.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear AMALAVANI G D,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as “Notice Period”).
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear AMALAVANI G D,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/ or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink, appearing to read 'K. Mohamed Yusef', is written over a horizontal line.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



DoorNo:G171,Ground Floor,Phase-3,No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Employee ID: YST/Chennai/201906633

Dear RAJALAKSHMI R,

We are pleased to extend to you an offer of employment with Ysquare Technology, Chennai. This offer letter is in confirmation of the terms and conditions set forth for the position of **Junior Associate**, you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and condition upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Ysquare Technology or an appropriate third party, and the results of such background checks being favorable in company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Ysquare Technology.

As stated to you during the discussions, there will be 6 month probation period during which you would be evaluated and on successful completion of the probation period, your position would be confirmed as **Junior Associate** with the company.

At Ysquare Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of a fast growing information technology company and part of a culture that is driven to improve and outperform.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

We welcome you to join us in this exciting journey.

Thanking you

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'K. Mohamed Yousif', written in a cursive style.

Director: Ysquare Technology, Chennai



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai –600002

careers@ysquaretechnology.com

June 06, 2019

Dear RAJALAKSHMI R,

Welcome to Ysquare Technology! We are glad to have you with us and look forward to a long and mutually rewarding association. Your date of appointment is effective from your date of joining, which shall be on or before **6th June 2019 on failing to do so this letter of appointment shall be considered invalid.**

Your appointment at Ysquare Technology is on the following terms and conditions:

1 REMUNERATION and BENEFITS

- 1.1 You will be eligible for a CTC of INR 275000/-per annum with all components included.
- 1.2 Based on the yearly reviews and appraisals with the individual the salary is subject to change in the coming years.
- 1.3 You are entitled for 15 days of casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function Service – Web Application Development with Design, Data Analytics, Data Visualizations, Testing, and deployment of built software.

2.2. Work location - You are initially appointed to work from Chennai at the company Office “Door No: G171, Ground floor, Phase-3, No: 769, Spencer Plaza, Anna Salai, Chennai - 600002” with regular assignments, progress and trainings, also you would be required to travel for the Company's business / training meetings happening in or outside Chennai.

2.3 Probation-You will be on probation for a period of 6 months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation, for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Notice for Separation/ Termination-This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

- i. Your service can be terminated by either party by giving to the other, a notice of two months in writing (herein after referred to as “Notice Period”).
- ii. The company however, reserves its right to terminate your employment with immediate effect or one month notice subject to unsatisfactory performance during your tenure.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing.
- iv. Your termination of employment without compliance with the notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and / or claim damages equivalent to two month's Salary.

2.5 Conflict of Interest - Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

2.6 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business projects to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance. With best regards,

Director: Ysquare Technology, Chennai

I accept the above referred Pay and Benefits, and the General terms and conditions of employment

Name: _____

Date: _____

Place: _____



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

Agreement Regarding Confidential Information and Proprietary Developments

Dear RAJALAKSHMI R,

1. Consideration and Relationship to Employment: As a condition of my employment with Ysquare Technology or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information: This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (herein after called as "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties; (b) to hold such information in confidence and trust; and (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; Further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments: This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (herein after called as "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company; (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company; (c) to assign any right of recovery for past damages to Company; and (d) to execute any other documents deemed necessary by company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all country's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

4. Respect for Rights of Former Employers: I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product: The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property: I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Relief Extension: I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. Severability, Authority for Revision, Assignment Governing Law: The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will insure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/ or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.



DoorNo:G171,Ground Floor,Phase-3, No:769,
Spencer Plaza, Anna Salai, Chennai -600002

careers@ysquaretechnology.com

10. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

A handwritten signature in black ink that reads 'K. Mohamed Yusef'.

Director: Ysquare Technology, Chennai

FOR Employee

Name: _____

Signature: _____

Date: _____



10-July-2019

Chennai 600 100

Mehajbin R,

Employee ID: 4501

Dear Mehajbin R,

APPOINMENT LETTER

We refer to your application and subsequent test/interview you had with us and we are pleased to offer you appointment as **Assistant Systems Engineer**, based at Chennai as per terms and conditions given below.

1. You will be on probation for a period of one year from the date of joining. You will be absorbed in the regular roles of the company after completion of your probation period.
2. Your CTC will be Rs.2,75,000/- (Rupees Two lakhs seventy five thousand only) per annum as per your appoint letter, the breakup of which is given as per Annexure – A.
3. You will complete the probation successfully without break and you will undertake to serve the company for a minimum of Two years from the date of joining.
4. During probation three months' notice/three months' gross salary will be applicable on either side. Management reserves the right to terminate if the employee is found guilty of breach of clause (3) of Non-Disclosure agreement.
5. You will be governed by the service rules of the company as may be applicable to you from time to time.
6. You will devote the whole of your time, attention and ability to the business of the company and will observe all rules and regulations applicable from time to time. You will not accept any employment part-time or otherwise.
7. This is a position of continuous responsibility and does not entail payment of extra time or over time.

..2..

Regd & Admin Office: Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai – 600 100.

Tel: 91- 44 – 6666 9600 / 6604 9600 | **Web:** www.jasmin-infotech.com



8. You will undergo medical examination by the company's medical officer/hospital as per business requirements at any time during your tenure with the company. In case you have suspected communicable diseases, this offer will be withdrawn.
9. The appointment letter is enclosed in duplicate. You are requested to sign the duplicate copy of the appointment letter in acknowledgement of you having accepted the terms and conditions.
10. We have pleasure in welcoming you and trust you will have many mutually beneficial years of service with Jasmine InfoTech.
11. Background verification with regards to your previous employment, Educational qualifications, criminal records and address will be initiated within a week of your acceptance or during the course of employment. If it is found that incorrect information is provided, company at its sole discretion shall cancel/withdraw the appointment.
12. Variable pay will be paid out subject to achieving targets which will be discussed upon joining. Employee should be active on rolls of organization during time of payout ie., should not have resigned/serving notice period.
13. All other terms and conditions of employment remain in changed.

Yours truly,
For Jasmin Infotech Pvt Ltd

T. Sivasankara Prasad
CEO

I have read, understood and I accept the above terms and conditions of employment mentioned above and in the attachment to the letter. As desired, I shall join service w.e.f 10-July-2019.

Signature:

Date:

Regd & Admin Office: Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai – 600 100.

Tel: 91- 44 – 6666 9600 / 6604 9600 | **Web:** www.jasmin-infotech.com



ANNEXURE – A

Name : Mehajbin R
Designation : Assistant Systems Engineer

| FIXED COMPENSATION | per month | per annum |
|---------------------------------|--------------|---------------|
| BASIC SALARY | 13392 | 160704 |
| HRA | 6696 | 80352 |
| Employer's PF Contribution | 1607 | 19284 |
| Gratuity | 603 | 7232 |
| Group Medclaim Insurance & PA | 620 | 7440 |
| TOTAL FIXED COMPENSATION | 22918 | 275012 |

| TOTAL COMPENSATION | per annum |
|---|-----------|
| (Rupees Two lakhs seventy five thousand only) | 275000 |

For Jasmin Infotech Pvt. Ltd.,

T. Sivasankara Prasad
CEO

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Interim offer Letter

Date: 12 Apr 2019

Ref No: **VEE TECH/BA/2019/124**

Dear **DEVAHI S**

Welcome to the Vee Family...! Congratulations!!! We are pleased to inform you that, you have been shortlisted for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates. If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs **22500** to the company.

On successful completion of the training you will be on boarded on rolls of Vee Technologies as Processor Trainee. Our on boarding team will be in touch to update your date of joining and location before two weeks.

This is only an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes.

After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Addr8s & ID Proof) Should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee technologies Pvt. Ltd.,



Kesavan.M –Assistant Manager-Human Resources

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel:+91 427 2341 064

Chennai: Tower-3 Special Module, Chennai One IT:Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235 **USA:**

New York, 90 Park Avenue Suite' 1700, New York, NY 10016, Te1:646 837 0837



The only Global Services company
backed by its own university.

We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Interim offer Letter

Date: 12 Apr 2019

Ref No: VEE TECH/BA/2019/125

Dear KIRUTHIKA.M

Welcome to the Vee Family...! Congratulations!!! We are pleased to inform you that, you have been shortlisted for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates. If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 22500 to the company.

On successful completion of the training you will be on boarded on rolls of Vee Technologies as Processor Trainee. Our on boarding team will be in touch to update your date of joining and location before two weeks.

This is only an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes.

After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Addr&s & ID Proof) Should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee technologies Pvt. Ltd.,

Kesavan.M –Assistant Manager-Human Resources

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel:+91 427 2341 064

Chennai: Tower-3 Special Module, Chennai One IT:Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235 **USA:**

New York, 90 Park Avenue Suite' 1700, New York, NY 10016, Te1:646 837 0837

We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Interim offer Letter

Date: 12 Apr 2019

Ref No: VEE TECH/BA/2019/126

Dear **Praveen G**

Welcome to the Vee Family...! Congratulations!!! We are pleased to inform you that, you have been shortlisted for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates. If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 22500 to the company.

On successful completion of the training you will be on boarded on rolls of Vee Technologies as Processor Trainee. Our on boarding team will be in touch to update your date of joining and location before two weeks.

This is only an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes.

After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Addr8s & ID Proof) Should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee technologies Pvt. Ltd.,



Kesavan.M –Assistant Manager-Human Resources

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel:+91 427 2341 064

Chennai: Tower-3 Special Module, Chennai One IT:Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235 **USA:**

New York, 90 Park Avenue Suite' 1700, New York, NY 10016, Te1:646 837 0837

We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Interim offer Letter

Date: 12 Apr 2019

Ref No: VEE TECH/BA/2019/127

Dear **Praveenkumar R**

Welcome to the Vee Family...! Congratulations!!! We are pleased to inform you that, you have been shortlisted for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates. If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 22500 to the company.

On successful completion of the training you will be on boarded on rolls of Vee Technologies as Processor Trainee. Our on boarding team will be in touch to update your date of joining and location before two weeks.

This is only an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes.

After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Addr8s & ID Proof) Should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee technologies Pvt. Ltd.,



Kesavan.M –Assistant Manager-Human Resources

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel:+91 427 2341 064

Chennai: Tower-3 Special Module, Chennai One IT:Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235 **USA:**

New York, 90 Park Avenue Suite' 1700, New York, NY 10016, Te1:646 837 0837

We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Interim offer Letter

Date: 12 Apr 2019

Ref No: VEE TECH/BA/2019/128

Dear RAJESHWARI.C

Welcome to the Vee Family...! Congratulations!!! We are pleased to inform you that, you have been shortlisted for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates. If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 22500 to the company.

On successful completion of the training you will be on boarded on rolls of Vee Technologies as Processor Trainee. Our on boarding team will be in touch to update your date of joining and location before two weeks.

This is only an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes.

After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Addr8s & ID Proof) Should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee technologies Pvt. Ltd.,



Kesavan.M –Assistant Manager-Human Resources

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel:+91 427 2341 064

Chennai: Tower-3 Special Module, Chennai One IT:Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235 **USA:**

New York, 90 Park Avenue Suite' 1700, New York, NY 10016, Te1:646 837 0837

We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Interim offer Letter

Date: 12 Apr 2019

Ref No: **VEE TECH/BA/2019/129**

Dear **SABIYA D**

Welcome to the Vee Family...! Congratulations!!! We are pleased to inform you that, you have been shortlisted for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates. If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs **22500** to the company.

On successful completion of the training you will be on boarded on rolls of Vee Technologies as Processor Trainee. Our on boarding team will be in touch to update your date of joining and location before two weeks.

This is only an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes.

After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Addr8s & ID Proof) Should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee technologies Pvt. Ltd.,



Kesavan.M –Assistant Manager-Human Resources

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel:+91 427 2341 064

Chennai: Tower-3 Special Module, Chennai One IT:Park SEZ, Thoraiakkam - 600 097, Tel:+91 044 2433 1235 **USA:**

New York, 90 Park Avenue Suite' 1700, New York, NY 10016, Te1:646 837 0837



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E128

02-10-2019

Dear Aswitha R,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E129

02-10-2019

Dear Arunkumar T,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E133

02-10-2019

Dear Dharmarajan V,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E132

02-10-2019

Dear Eniyavan V,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E130

02-10-2019

Dear **Gurubaran S,**

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E123

02-10-2019

Dear Jegadeesh S,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E124

02-10-2019

Dear Vishvaraj C,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E125

02-10-2019

Dear **Bhuvaneshwaran N**,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E126

02-10-2019

Dear Sriramm R M,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E127

02-10-2019

Dear ANITHA V,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.



CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,

S.Isha
HR Team
Sadhaya Telecom



COMMENCEMENT OF EMPLOYMENT

Ref No: ST-201819/E127

02-10-2019

Dear **Karthik Raja V**,

We are pleased to confirm that you have been selected to work for **Sadhaya Telecom** in networking division as **Network Engineer**, responsible for the following:

JOB DUTIES AND RESPONSIBILITIES:

- Analyze network information to determine, recommend, plan network trouble shooting to maximum network uptime.
- Demonstrate high level of vendor management skills.
- Provide technical leadership in all aspects of efficient network design troubleshooting to maximize network uptime.
- Troubleshoots network problems.
- IP address auditing.
- Defines, documents, and enforces system standards.
- Document all changes to network configuration procedures.
- Maintain availability of the WAN/LAN using various monitoring tools.
- Configure router.
- Updates data servers and network equipment.
- Develop project plans business case for all major enterprise and network projects.
- Lead client network design as well as implement planning to yield efficient, effective, supportable individual client network design appropriate for the client business in a cost-efficient manner plus fitting seamlessly into the overall network architecture topology.
- Updates job knowledge by participating in educational opportunities, reading professional publications, and participating in professional organizations.

SADHAYA TELECOM

CONTRACT INCLUDES:

- A. Reporting: You will report to Network Manager.
- B. Basic salary: The offered Network Engineer position is at a Basic Salary of Rs. 2,67,000/- (Two Lakhs Sixty Seven Thousand Only) per year.
- C. Work Hours: Your working hours will start from 08.45 a.m. till 06.30 p.m.
- D. Vacation: Your vacation is one day per week.
- E. Compensation and Benefits: You are eligible for free transport in company vehicles, free food during active office working hours and group health insurance.

We are delighted to send this appointment order in order, kindly acknowledge the same.

We look forward to join our company.

Regards,



S.Isha
HR Team
Sadhaya Telecom



Navatron IT Solutions
17 A, Swiss Plaza, Sirkali-609110
Email: markgibran@navatronitsolution.com

Letter of Employment

NIT/2019/EGS/107

Date: 3rd July 2019

Dear Indira. N ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based-on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,

P. Mark Gibran – Human Resource Management.

Accepted
N. Indira

Letter of Employment

NIT/2019/EGS/101

Date: 3rd July 2019

Dear Mangaiyarkarasi .G ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com*With best wishes,*

For Navatron IT Solutions,



P. Mark Gibran – Human Resource Management.

*Accepted
Mangaiyarkarasi*

Letter of Employment

NIT/2019/EGS/102

Date: 3rd July 2019

Dear Sangavi K ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com*With best wishes,**For Navatron IT Solutions,*

P. Mark Gibran – Human Resource Management.

Accepted
K. Sangavi

Letter of Employment

NIT/2019/EGS/104

Date: 3rd July 2019

Dear Sathiya Lakshmi M ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.


You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com*With best wishes,**For Navatron IT Solutions,*

P. Mark Gibran – Human Resource Management.

Accepted,

M. Sathiyalakshmi

Letter of Employment

NIT/2019/EGS/115

Date: 3rd July 2019

Dear AISHWARYA S ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **2.6LPA /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com*With best wishes,**For Navatron IT Solutions,*

P. Mark Gibran – Human Resource Management.

Letter of Employment

NIT/2019/EGS/116

Date: 3rd July 2019

Dear SANDHIYA L ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **2.6LPA /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on 8th July 2019

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel; Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com*With best wishes,**For Navatron IT Solutions,***P. Mark Gibran – Human Resource Management.**

Letter of Employment

NIT/2019/EGS/106

Date: 3rd July 2019

Dear M.Premica ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,



P. Mark Gibran – Human Resource Management.



Letter of Employment

NIT/2019/EGS/105

Date: 3rd July 2019

Dear G.Sasikala.,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with Navatron IT Solution.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,



P. Mark Gibran – Human Resource Management.

Received
G. Sasikala.

Letter of Employment

NIT/2019/EGS/111

Date: 3rd July 2019

Dear S.Yamuna ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with Navatron IT Solution.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,



P. Mark Gibran – Human Resource Management.

Accepted
S. Yamuna

Letter of Employment

NIT/2019/EGS/108

Date: 3rd July 2019

Dear S.Mohamed Bruhanudeen ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with Navatron IT Solution.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,



P. Mark Gibran – Human Resource Management.

Received

Bruhanudeen

Letter of Employment

NIT/2019/EGS/117

Date: 3rd July 2019.

Dear ANJALI K P ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **2.6LPA /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,



P. Mark Gibran – Human Resource Management.

Letter of Employment

NIT/2019/EGS/118

Date: 3rd July 2019

Dear BIRUNTHA B ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **2.6LPA /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,



P. Mark Gibran – Human Resource Management.

Letter of Employment

NIT/2019/EGS/119

Date: 3rd July 2019

Dear VINOTHINI K ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **2.6LPA /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,



P. Mark Gibran – Human Resource Management.

124



BAIRAV TECH

Date: 02/08/2019

Reference No: 2019/Team-C/EGS/2147

Name: ABINAYA R

College: EGS Pillay Engineering College.

Dear ABINAYA R ,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanniyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

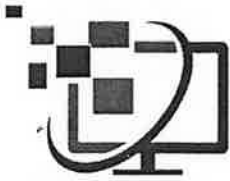
We look forward to join our company in order to work with you

Sincerely,

S.Aarya

Head – Talent Acquisiton

R. Abiray



BAIRAV TECH

Date: 02/08/2019

Reference No: **2019/Team-C/EGS/2148**

Name: **Maheswari.S**

College: EGS Pillay Engineering College.

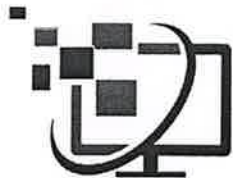
Dear **Maheswari.S**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

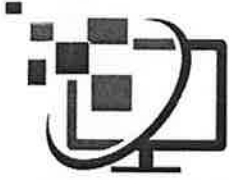
We look forward to join our company in order to work with you

Sincerely,

S.Aarya

Head – Talent Acquisiton

S. Maheswari



BAIRAV TECH

Date: 02/08/2019

Reference No: **2019/Team-C/EGS/2151**

Name: **Preethi S**

College: EGS Pillay Engineering College.

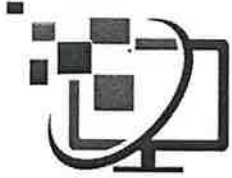
Dear **Preethi S**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

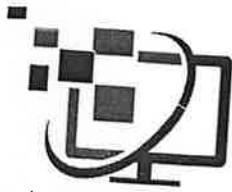
Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya
Head – Talent Acquisiton

S. Preeti



BAIRAV TECH

Reference No:2019/Team-C/EGS/2152

Date: 02/08/2019

Name: **Sangeetha. M**

College: EGS Pillay Engineering College.

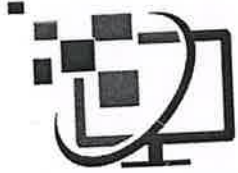
Dear **Sangeetha. M**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya

Head – Talent Acquisition

m. Sangeebhar

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanniyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Date: 02/08/2019

Reference No:2019/Team-C/EGS/2149

Name: **Sridevi. R**

College: EGS Pillay Engineering College.

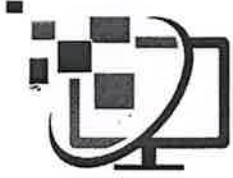
Dear **Sridevi. R**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email:aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

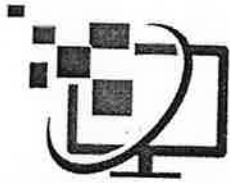
Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya
Head – Talent Acquisition

R. Sridevi



BAIRAV TECH

Date: 02/08/2019

Reference No:2019/Team-C/EGS/2157

Name: **Santhosh Kumar M**

College: EGS Pillay Engineering College.

Dear **Santhosh Kumar M**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanimiyur, Chennai 600041
Email:aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Aarya'.

S.Aarya

Head – Talent Acquisiton



BAIRAV TECH

Date: 02/08/2019

Reference No:2019/Team-C/EGS/2153

Name: Siva S

College: EGS Pillay Engineering College.

Dear Siva S ,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email:aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya

Head - Talent Acquisition

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Date: 02/08/2019

Reference No:2019/Team-C/EGS/2155

Name: **Sriram V**

College: EGS Pillay Engineering College.

Dear **Sriram V**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanniyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya
Head – Talent Acquisiton



BAIRAV TECH

Date: 02/08/2019

Reference No:2019/Team-C/EGS/2154

Name: **Thirumalai Rajan S**

College: EGS Pillay Engineering College.

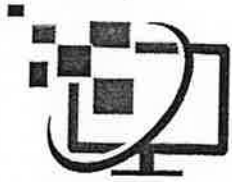
Dear **Thirumalai Rajan S**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanniyur, Chennai 600041
Email:aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

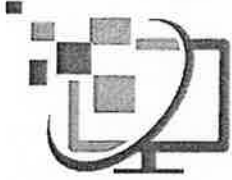
Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya

Head – Talent Acquisition



BAIRAV TECH

Date: 02/08/2019

Reference No: **2019/Team-C/EGS/2156**

Name: **Vignesh S**

College: EGS Pillay Engineering College.

Dear **Vignesh S**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

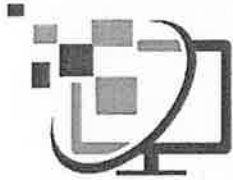
Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya

Head – Talent Acquisiton



BAIRAV TECH

Date: 02/08/2019

Reference No: **2019/Team-C/EGS/2157**

Name: **Praveen V**

College: EGS Pillay Engineering College.

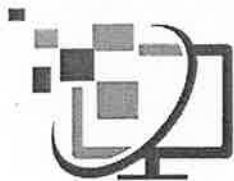
Dear **Praveen V**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Arya', is written over a light-colored background.

S.Aarya

Head – Talent Acquisition



BAIRAV TECH

Date: 02/08/2019

Reference No: **2019/Team-C/EGS/2158**

Name: **Abdul Basik Sahib .S**

College: EGS Pillay Engineering College.

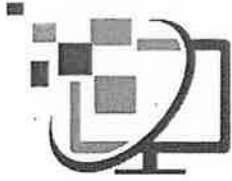
Dear **Abdul Basik Sahib .S**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Arya

Head – Talent Acquisition



BAIRAV TECH

Date: 02/08/2019

Reference No: **2019/Team-C/EGS/2159**

Name: **PAVITHRA M**

College: EGS Pillay Engineering College.

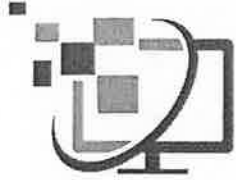
Dear **PAVITHRA M**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: arya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Arya
Head – Talent Acquisition



BAIRAV TECH

Date: 02/08/2019

Reference No:2019/Team-C/EGS/2144

Name: **Ramya T**

College: EGS Pillay Engineering College.

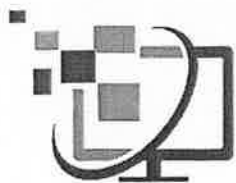
Dear **Ramya T**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email:aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

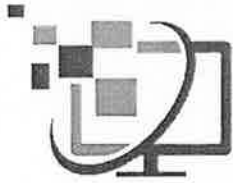
- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya
Head – Talent Acquisition



BAIRAV TECH

Date: 02/08/2019

Reference No: **2019/Team-C/EGS/2145**

Name: **Sneha K**

College: EGS Pillay Engineering College.

Dear **Sneha K**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya

Head – Talent Acquisiton



BAIRAV TECH

Date: 02/08/2019

Reference No: **2019/Team-C/EGS/2146**

Name: **Suganya P**

College: EGS Pillay Engineering College.

Dear **Suganya P**,

We are pleased to confirm you that, you have been selected to work in Bairav Tech as "Information Security Analyst".

Your Responsibilities are:

- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure to meet emergency data processing needs.
- Monitor current reports of computer viruses to define when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Coordinate implementation of computer system plan with establishment personnel and vendors.
- Monitor use of data files, regulate access to safeguard information in computer files.
- Perform risk assessments as well as execute tests of data processing system to make sure the functioning of data processing activities and security.
- Encrypt data transmissions as well as erect firewalls to conceal confidential information which might be transmitted to.
- Document computer security emergency measures policies, procedures, and tests.
- Review violations of computer security procedures discuss procedures with violators take adequate measure to reduce or non repetition of violation.
- Maintain permanent fleet cryptologic as well as carry-on direct support systems required in special land, sea surface subsurface operations

Plot no. 60, Crystal Square Apartment,
EVP Park Avenue, Thiruvanmiyur, Chennai 600041
Email: aarya4u@bairavtech.in



BAIRAV TECH

Financial Offer - Salary and Benefits:

- Rs. 20,370 - the Basic pay offered for Information Security Analyst position.
- Your position compensations and benefits are: Group insurance, Dental care, Health care, and Transportation.

Further information about the work:

- You will report to Information Security Manager
- Your working hours will start from 09.00 a.m. till 06.30 p.m.
- You can avail one day leave per month and Two hours of permission. Above which will lead to LOP.

Kindly accept the terms of appointment and submit the signed copy of the order to the HR on or before 05 August 2019.

We look forward to join our company in order to work with you

Sincerely,

S.Aarya
Head – Talent Acquisiton



7th Sep 2019

CD/HR/06-2019/19/ICCOEO-097

To,

AJAY B

With great pleasure, CA Deploy Engineering Service Private Limited extends the offer of employment to you as "Trainee Associate". You will undergo one year Training program through CA Deploy Centre of Excellence at **Sri Eshwar College of Engineering, Coimbatore**. This letter outlines the basic terms which would lead to your employment with the Company.

The detailed appointment letter in the form of employment agreement will be given to you at the time of confirmation. Your employment with the Company shall be subject to the following conditions:

1. You have to successfully complete the degree without arrears in any semester along with Training Modules at CA Deploy Center of Excellence.
2. Your training module of CA Deploy Centre of Excellence will start from 7th Sep 2019. Any Change in the schedule will be intimated accordingly.
3. Your joining date will be Oct 2019. However, you will be signing 3 years' of minimum service agreement at the timing of joining.
4. You should also Sign the Pre-Acceptance Agreement for conditions to undergo CA Deploy Center of Excellence Training Module.
5. Your annual CTC will be INR.2,40,000/- (Two Lakhs Forty Thousand Only), including annual performance bonus. The employment agreement will contain the detail break-up of the salary.

Please note that your employment will also depends on the business exigencies and other market conditions at that time.

This letter is not a guarantee of employment with the Company and it is subjected to your performance during the Center of Excellence Training Module evaluation, authentication of the details provided by you. The Company reserves right to with held this appointment given to you.

We would like to take this opportunity to wish you a successful career with us.

For CA Deploy Engineering Pvt Ltd.

A handwritten signature in black ink, appearing to read 'Sivan Pillai'.

Sivan Pillai
Chief of Staff & CEO Liaison

CADEPLOY ENGINEERING PRIVATE LIMITED

5th Floor, Softpro Building, Plot no-12
Software Units layout, Inorbit Mall Road,
Madhapur, Hyderabad, Telangana - 500081.
Telephone No. : 040 23111848





7th Sep 2019

CD/HR/06-2019/19/ICCOEO-098

To,

MAHADEVAN M

With great pleasure, CA Deploy Engineering Service Private Limited extends the offer of employment to you as "Trainee Associate". You will undergo one year Training program through CA Deploy Centre of Excellence at **Sri Eshwar College of Engineering, Coimbatore**. This letter outlines the basic terms which would lead to your employment with the Company.

The detailed appointment letter in the form of employment agreement will be given to you at the time of confirmation. Your employment with the Company shall be subject to the following conditions:

1. You have to successfully complete the degree without arrears in any semester along with Training Modules at CA Deploy Center of Excellence.
2. Your training module of CA Deploy Centre of Excellence will start from 7th Sep 2019. Any Change in the schedule will be intimated accordingly.
3. Your joining date will be Oct 2019. However, you will be signing 3 years' of minimum service agreement at the timing of joining.
4. You should also Sign the Pre-Acceptance Agreement for conditions to undergo CA Deploy Center of Excellence Training Module.
5. Your annual CTC will be INR.2,40,000/- (Two Lakhs Forty Thousand Only), including annual performance bonus. The employment agreement will contain the detail break-up of the salary.

Please note that your employment will also depends on the business exigencies and other market conditions at that time.

This letter is not a guarantee of employment with the Company and it is subjected to your performance during the Center of Excellence Training Module evaluation, authentication of the details provided by you. The Company reserves right to with held this appointment given to you.

We would like to take this opportunity to wish you a successful career with us.

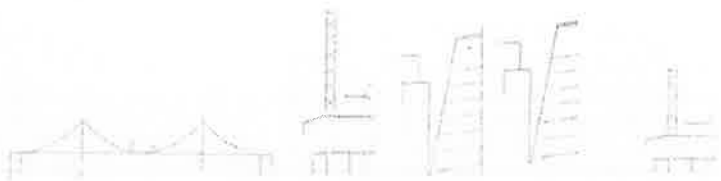
For **CA Deploy Engineering Pvt Ltd.**

A handwritten signature in black ink, appearing to read 'Sivan Pillai'.

Sivan Pillai
Chief of Staff & CEO Liaison

CADEPLOY ENGINEERING PRIVATE LIMITED

5th Floor, Softpro Building, Plot no-12
Software Units layout, Inorbit Mall Road,
Madhapur, Hyderabad, Telangana - 500081.
Telephone No. : 040 23111848





7th Sep 2019

CD/HR/06-2019/19/ICCOEO-099

To,

RAJAN INDIRA KUMAR A

With great pleasure, CA Deploy Engineering Service Private Limited extends the offer of employment to you as "Trainee Associate". You will undergo one year Training program through CA Deploy Centre of Excellence at **Sri Eshwar College of Engineering, Coimbatore**. This letter outlines the basic terms which would lead to your employment with the Company.

The detailed appointment letter in the form of employment agreement will be given to you at the time of confirmation. Your employment with the Company shall be subject to the following conditions:

1. You have to successfully complete the degree without arrears in any semester along with Training Modules at CA Deploy Center of Excellence.
2. Your training module of CA Deploy Centre of Excellence will start from 7th Sep 2019. Any Change in the schedule will be intimated accordingly.
3. Your joining date will be Oct 2019. However, you will be signing 3 years' of minimum service agreement at the timing of joining.
4. You should also Sign the Pre-Acceptance Agreement for conditions to undergo CA Deploy Center of Excellence Training Module.
5. Your annual CTC will be INR.2,40,000/- (Two Lakhs Forty Thousand Only), including annual performance bonus. The employment agreement will contain the detail break-up of the salary.

Please note that your employment will also depends on the business exigencies and other market conditions at that time.

This letter is not a guarantee of employment with the Company and it is subjected to your performance during the Center of Excellence Training Module evaluation, authentication of the details provided by you. The Company reserves right to with held this appointment given to you.

We would like to take this opportunity to wish you a successful career with us.

For **CA Deploy Engineering Pvt Ltd.**

A handwritten signature in black ink, appearing to read 'Sivan Pillai', written over a horizontal line.

Sivan Pillai
Chief of Staff & CEO Liaison

CADEPLOY ENGINEERING PRIVATE LIMITED

5th Floor, Softpro Building, Plot no-12
Software Units layout, Inorbit Mall Road,
Madhapur, Hyderabad, Telangana - 500081.
Telephone No. : 040 23111848





7th Sep 2019

CD/HR/06-2019/19/ICCOEO-101

To,

RADHAKRISHNAN.G

With great pleasure, CA Deploy Engineering Service Private Limited extends the offer of employment to you as "Trainee Associate". You will undergo one year Training program through CA Deploy Centre of Excellence at **Sri Eshwar College of Engineering, Coimbatore**. This letter outlines the basic terms which would lead to your employment with the Company.

The detailed appointment letter in the form of employment agreement will be given to you at the time of confirmation. Your employment with the Company shall be subject to the following conditions:

1. You have to successfully complete the degree without arrears in any semester along with Training Modules at CA Deploy Center of Excellence.
2. Your training module of CA Deploy Centre of Excellence will start from 7th Sep 2019. Any Change in the schedule will be intimated accordingly.
3. Your joining date will be Oct 2019. However, you will be signing 3 years' of minimum service agreement at the timing of joining.
4. You should also Sign the Pre-Acceptance Agreement for conditions to undergo CA Deploy Center of Excellence Training Module.
5. Your annual CTC will be INR.2,40,000/- (Two Lakhs Forty Thousand Only), including annual performance bonus. The employment agreement will contain the detail break-up of the salary.

Please note that your employment will also depends on the business exigencies and other market conditions at that time.

This letter is not a guarantee of employment with the Company and it is subjected to your performance during the Center of Excellence Training Module evaluation, authentication of the details provided by you. The Company reserves right to with held this appointment given to you.

We would like to take this opportunity to wish you a successful career with us.

For **CA Deploy Engineering Pvt Ltd.**

A handwritten signature in black ink, appearing to read 'Sivan Pillai', with a horizontal line underneath.

Sivan Pillai
Chief of Staff & CEO Liaison

CADEPLOY ENGINEERING PRIVATE LIMITED

5th Floor, Softpro Building, Plot no-12
Software Units layout, Inorbit Mall Road,
Madhapur, Hyderabad, Telangana - 500081.
Telephone No. : 040 23111848





LETTER OF APPOINTMENT

Employee ID: 1920/560

7th June 2019

Ms. Abinaya.k

EGS Pillay Engineering College,
Nagapattinam.

Dear Abinaya.k,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensible Software Solutions Pvt. Ltd.** as **Trainee** in the Band E & E1. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensible considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone: 1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensiple Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensiple Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources

Accepted





LETTER OF APPOINTMENT

Employee ID: 1920/562

7th June 2019

Ms. Arthi. G

EGS Pillay Engineering College,
Nagapattinam.

Dear **Arthi. G**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the Band E & E1. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone: 1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and two kids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensible Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensible Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources

Accepted
Sent



LETTER OF APPOINTMENT

Employee ID: 1920/563

7th June 2019

Ms. Aruna devi P

EGS Pillay Engineering College,
Nagapattinam.

Dear **Aruna devi P**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the Band **E & E1**. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-
44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone:
1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensible Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensible Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources

Accepted
P. Annadurai



LETTER OF APPOINTMENT

Employee ID: 1920/557

7th June 2019

Ms. Gunachitra G

EGS Pillay Engineering College,
Nagapattinam.

Dear **Gunachitra G**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the Band **E & E1**. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone:
1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensiple Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensiple Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources

Accepted
gunesht



LETTER OF APPOINTMENT

Employee ID: **1920/558**

7th June 2019

Ms. Mahalakshmi R

EGS Pillay Engineering College,
Nagapattinam.

Dear **Mahalakshmi R**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the **Band E & E1**. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone:
1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensiple Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensiple Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources

Accepted
R. mahalakshmi



LETTER OF APPOINTMENT

Employee ID: 1920/561

7th June 2019

Ms. M.Lavanya

EGS Pillay Engineering College,
Nagapattinam.

Dear **M.Lavanya**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the Band **E & E1**. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone:
1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensiple Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensiple Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources

Accepted
Lavanya.



LETTER OF APPOINTMENT

Employee ID: **1920/555**

7th December 2018

Mr. MANIKANDAN P

EGS Pillay Engineering College,
Nagapattinam.

Dear **MANIKANDAN P**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the Band E & E1. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-
44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone:
1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

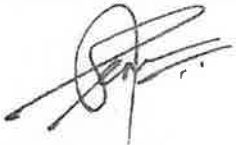
Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensible Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensible Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources



LETTER OF APPOINTMENT

Employee ID: 1920/555

7th June 2019

Mr. G.Pravin

EGS Pillay Engineering College,
Nagapattinam.

Dear **G.Pravin**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the Band **E & E1**. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone:
1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensiple Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensiple Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources

Received
C. Praveen



LETTER OF APPOINTMENT

Employee ID: **1920/555**

7th December 2018

Ms. ABARANADEV I B

EGS Pillay Engineering College,
Nagapattinam.

Dear **ABARANADEV I B**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensible Software Solutions Pvt. Ltd.** as **Trainee** in the Band **E & E1**. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensible considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-
44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone:
1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensiple Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensiple Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources



LETTER OF APPOINTMENT

Employee ID: 1920/555

7th December 2018

Ms. SRILEKHA K

EGS Pillay Engineering College,
Nagapattinam.

Dear **SRILEKHA K**,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the Band **E & E1**. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

Note: We will announce your date of joining during the month of June 2019 based on our business demands.

Compensation Rs.2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.

Page 1 of 2

CHENNAI, TN - INDIA Phone: 91-44-4741-9000
Fax: 91-44-4741-9100

ISELIN, NJ - USA
Phone: 1-732-283-0801
Fax: 1-732-283-3775

OMAHA, NE - USA Phone:
1-402-505-7790
Fax: 1-402-505-7996

Salary Break – Up

| Component | Amount | |
|----------------------|---------------|-----------------|
| | Per Month INR | Per Annum INR |
| Basic | 8,000 | 96,000 |
| HRA | 2,200 | 26,400 |
| CCA | 2,000 | 24,000 |
| Conveyance | 3,000 | 36,000 |
| Medical | 3,000 | 36,000 |
| Employer PF | 1,800 | 21,600 |
| Gross | 20,000 | 2,40,000 |
| Deductions | | |
| PF Employee | 1,800 | 21,600 |
| ESIC Deduction | 319 | 3,828 |
| Income Tax Deduction | As Applicable | |

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and twokids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensible Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensible Software Solutions Pvt. Ltd.



Senthil Kumar P
Director – Human Resources



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 08/04/2019

Offer No.: Raxion - 1272

JOB OFFER LETTER

Dear AISHWARYA. U,

We are pleased to extend you an offer for the position of “**Software Developer**”. Your performance has impressed us and we believe that you will be an excellent addition to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-Fi modem for your convenience. After successful completion of internship period, you will be appointed as a regular employee with compensation of **Rs. 19,000/- per month**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 08/04/2019

Offer No.: Raxion - 1273

JOB OFFER LETTER

Dear KANMANI. KC,

We are pleased to extend you an offer for the position of “**Software Developer**”. Your performance has impressed us and we believe that you will be an excellent additional to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-Fi modem for your convenience. After successful completion of internship period, you will be appointed as an regular employee with compensation of **Rs. 19,000/- per month**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 08/04/2019

Offer No.: Raxion - 1274

JOB OFFER LETTER

Dear KATHIRAVAN U,

We are pleased to extend you an offer for the position of “**Software Developer**”. Your performance has impressed us and we believe that you will be an excellent addition to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-Fi modem for your convenience. After successful completion of internship period, you will be appointed as a regular employee with compensation of **Rs. 19,000/- per month**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 08/04/2019

Offer No.: Raxion - 1275

JOB OFFER LETTER

Dear SOWDARIYA D B,

We are pleased to extend you an offer for the position of “**Software Developer**”. Your performance has impressed us and we believe that you will be an excellent addition to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-Fi modem for your convenience. After successful completion of internship period, you will be appointed as a regular employee with compensation of **Rs. 19,000/- per month**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 08/04/2019

Offer No.: Raxion - 1276

JOB OFFER LETTER

Dear LAKSHMMI MONICCA. S,

We are pleased to extend you an offer for the position of “**Software Developer**”. Your performance has impressed us and we believe that you will be an excellent additional to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-fi modem for your convenience. After successful completion of internship period, you will be appointed as an regular employee with compensation of **Rs. 19,000/- per month**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 08/04/2019

Offer No.: Raxion - 1277

JOB OFFER LETTER

Dear MANIKANDAN. K,

We are pleased to extend you an offer for the position of “**Software Developer**”. Your performance has impressed us and we believe that you will be an excellent addition to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-fi modem for your convenience. After successful completion of internship period, you will be appointed as a regular employee with compensation of **Rs. 19,000/- per month**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 08/04/2019

Offer No.: Raxion - 1278

JOB OFFER LETTER

Dear MUTHU S M,

We are pleased to extend you an offer for the position of “**Software Developer**”. Your performance has impressed us and we believe that you will be an excellent additional to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-fi modem for your convenience. After successful completion of internship period, you will be appointed as an regular employee with compensation of **Rs. 19,000/- per month**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2149**

28-Aug-2019

M.Dhivya

Sub: Appointment letter for Software Developer

Dear M.Dhivya,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Accepted
M. Dhivya

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.

INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2150**

28-Aug-2019

Janarthanam V

Sub: Appointment letter for Software Developer

Dear Janarthanam V,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Accepted

V. Janarthanam

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2152**

28-Aug-2019

Sindhuja.J

Sub: Appointment letter for Software Developer

Dear Sindhuja.J,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Accepted
Sindhuja.J

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2154**

28-Aug-2019

Thiripurasundari M

Sub: Appointment letter for Software Developer

Dear Thiripurasundari M,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Accepted
Thiripurasundari . M.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.

INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2151**

28-Aug-2019

Surya. V

Sub: Appointment letter for Software Developer

Dear Surya. V,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Accepted
V. SURYA

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2149**

28-Aug-2019

DHARMAKAVIRAJ B

Sub: **Appointment letter for Software Developer**

Dear DHARMAKAVIRAJ B,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2150**

28-Aug-2019

KAVIYAZHAGAN G

Sub: Appointment letter for Software Developer

Dear KAVIYAZHAGAN G,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2151**

28-Aug-2019

UMA V

Sub: Appointment letter for Software Developer

Dear UMA V,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: Raxion-2147

28-Aug-2019

S.Raghuraman

Sub: Appointment letter for Software Developer

Dear S.Raghuraman,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,
Raxion Innovation,
Chennai.

Accepted
S. Raghuraman

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Employee ID: **Raxion-2148**

28-Aug-2019

G.R.Sowmiya

Sub: Appointment letter for Software Developer

Dear G.R.Sowmiya,

It is our great pleasure to send you this letter of appointment for the job of **Software Developer** at our company Raxion Innovation.

Your job description will be to work and support our software department to develop different types of software. We hope you will display good performance in researching, developing, and implementing various types of software through your skills and ideas. The CTC will be **Rs. 19,000/- per month**. You will get other benefits after the completion of your probationary period of 6 months.

We are confident that **Raxion Innovations** will provide outstanding opportunities for you to accomplish your professional goals. You will get the opportunity to work in an exciting work environment. Also, you will have opportunities for continuous learning and development. You have to submit all documents and signed copy of this letter as a token of acceptance to Head – HR on 02-Sep-2019.

Hope we will enjoy working with you in the future.

Thank you very much,

With regards,

Raxion Innovation,

Chennai.

Accepted
G.R. Sowmiya

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-A/121**

To,

ABISHIEK R

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear ABISHIEK R,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

www.clustertechnologies.in

info@clustertechnologies.in

July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-A/123**

To,

ANANDHA PRIYADARSHAN M
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear ANANDHA PRIYADARSHAN M,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/129**

To,

EZHILARASAN N
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear EZHILARASAN N,

We are pleased to inform you that you have been selected for the profile "FTCP" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-B/128**

To,

IYAPPAN S

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear IYAPPAN S,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,



www.clustertechnologies.in

info@clustertechnologies.in



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/130**

To,

MOHAMED IKRAM M
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear MOHAMED IKRAM M,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/135**

To,

MURALI
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear MURALI,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

www.clustertechnologies.in

info@clustertechnologies.in



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-A/122**

To,

PRAKASH

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear PRAKASH,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

www.clustertechnologies.in

info@clustertechnologies.in



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/137**

To,

PUGAZHENTHI
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear PUGAZHENTHI,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

www.clustertechnologies.in

info@clustertechnologies.in

July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-B/127**

To,

RAAKESH

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear RAAKESH,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,





July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/138**

To,

RAMPRAKASH

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear RAMPRAKASH,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

www.clustertechnologies.in

info@clustertechnologies.in

July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/132**

To,

RANJITH

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear RANJITH,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,





July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-A/124**

To,

SRINIVASAN

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear SRINIVASAN,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

www.clustertechnologies.in

info@clustertechnologies.in

July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/133**

To,

STANLEY
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear STANLEY,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

Guise Sprasad

July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/139**

To,

SURIYA
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear SURIYA,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,





July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/136**

To,

VIJAYAN

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear VIJAYAN,

We are pleased to inform you that you have been selected for the profile "**FTCP**" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-B/126**

To,

HARIHARAN R

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear HARIHARAN R,

We are pleased to inform you that you have been selected for the profile "FTCP" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,





July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/131**

To,

NAINAMOHAMED A
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear NAINAMOHAMED A,

We are pleased to inform you that you have been selected for the profile "FTCP" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/142**

To,

ARAVINDH D
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear ARAVINDH D,

We are pleased to inform you that you have been selected for the profile "FTCP" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/143**

To,

GOWTHAMAN K
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear GOWTHAMAN K,

We are pleased to inform you that you have been selected for the profile "FTCP" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/140**

To,

MANIKANDAN T
EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear MANIKANDAN T,

We are pleased to inform you that you have been selected for the profile "FTCP" based on the following terms and conditions.

Designation: FTCP
Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,



July 4th 2019

Employee Reg No: **CT/2019/Reg/Shift-C/141**

To,

SHAKILAN S

EGS Pillay Engineering College,
Dept of Mechanical Engineering,
Nagapattinam

Dear SHAKILAN S,

We are pleased to inform you that you have been selected for the profile "FTCP" based on the following terms and conditions.

Designation: FTCP

Location: Coimbatore

You may, however, be required to work at any place of the company as per the requirement of the business.

Commencement of Employment: Your employment will be effective with us since **July 8th 2019** onwards.

Salary and Compensation: You will receive the **CTC of 2.2 lakhs per annum** as mentioned in the attached sheet. Tax deduction and other statutory deductions will be made at the source. You will receive the variable amount based on your performance. You shall undergo 12 months of probation period after, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working hours will normally start from Monday and end on Friday. The working hours will be 9 AM to 5 PM. However, you shall be asked to work overtime based on the production requirement.

We congratulate you on your appointment and wish you a long career with us. We assure you to have a great journey and get our full support for your professional growth and development.

Sincerely,

For Cluster Technologies,

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
modernnooviyan@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/61

APPOINTMENT ORDER

Dear KABILANRAJ R.

We welcome you to join our organization as Site Engineer on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th, 12th, UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
modernooviyan@gmail.com

Rtn. Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/64

APPOINTMENT ORDER

Dear KAVIYARASAN G,

We welcome you to join our organization as **Site Engineer** on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th, 12th, UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn. Er. K. Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

Q 7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
✉ modernnooviyam@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/65

APPOINTMENT ORDER

Dear MANIKANDAN K.,

We welcome you to join our organization as Site Engineer on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th, 12th, UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
modernooviyan@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/63

APPOINTMENT ORDER

Dear MUTHARASAN M,

We welcome you to join our organization as Site Engineer on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th , 12th , UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
✉ modernooviyan@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/63

APPOINTMENT ORDER

Dear RAVINTHRAPRASATH R.,

We welcome you to join our organization as Site Engineer on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th, 12th, UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
✉ modernooviyan@gmail.com

Rtn. Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/58

APPOINTMENT ORDER

Dear **SIVASANKARAN D.**,

We welcome you to join our organization as **Site Engineer** on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th , 12th , UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn. Er. K. Karthikesan
Managing Director



Revised!

For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

Q 7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
✉ modernnooviyam@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/64

APPOINTMENT ORDER

Dear **VETRIVEL R.**

We welcome you to join our organization as **Site Engineer** on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th , 12th , UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
modernooviyana@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/62

APPOINTMENT ORDER

Dear VIJAYAN S.,

We welcome you to join our organization as Site Engineer on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th , 12th , UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
modernooviyan@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/59

APPOINTMENT ORDER

Dear **R.ARUN KUMAR,**

We welcome you to join our organization as **Site Engineer** on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th , 12th , UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
modernooviyan@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/60

APPOINTMENT ORDER

Dear S.MATHAN,

We welcome you to join our organization as Site Engineer on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th, 12th, UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

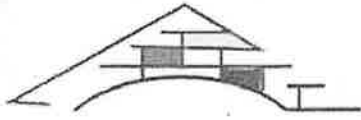
Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

Cell : 98424 58564



MODERN BUILDERS

7.B, North Gate East Road, (Near Anna Statue),
Nagapattinam - 611 001
✉ modernnooviyan@gmail.com

Rtn.Er. **K.KARTHIKESAN**
Registered Engineer

Date : 21/06/2019

Employee ID: MODERN/NGT/2019/G/66

APPOINTMENT ORDER

Dear **SHAHAISHAK**,

We welcome you to join our organization as **Site Engineer** on the following terms and conditions:

1. Your employment will be valid from **05th July 2019**.
2. During your employment with us you will be paid **Rs.2.20 LPA**
3. We reserve to cancel this appointment in case of failure to join by 05.07.2019 or any information furnished by you is found to be false.
4. Please bring along with you the following documents at the time of joining:
 - a. **Copy of relevant certificates in support of your date of birth.**
 - b. **Certificates of educational qualifications. [10th , 12th , UG Degree]**
 - c. **Recent passport size photographs.**

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment order.

Wishing you the best!

Yours truly,

Rtn.Er.K.Karthikesan
Managing Director



For Your Generation...

APPOINTMENT ORDER

To: **YOGESH K**
Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **YOGESH K**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/-(Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **MUNIYASAMY P**
Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **MUNIYASAMY P**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/-(Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **ABDUL KATHER A**
Dept of Mechanical Engineering,
EGS Pillay Engineering College.
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **ABDUL KATHER A**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/- (Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform. from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period, The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **AMRESHPIRVEEN A**
Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **AMRESHPIRVEEN A**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/-(Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings



SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDERTo: **DINESH R**

Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC traineeDear **DINESH R**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/- (Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period, The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property: documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS

SALARY STRUCTURE

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **KABILAN R**
Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **KABILAN R,**

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/- (Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform. from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I -COMPENSATIONDETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **KAVIMANI M**
Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **KAVIMANI M**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC trainee**,
3. Your Salary details are: **Total Gross Salary Rs.18560/-(Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to ~~Saturday~~. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform. from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

- shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.
- 8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
- 9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings



SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER**To: MUGESH**

Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC traineeDear **MUGESH**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/- (Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform. from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDERTo: **PREETHAN**

Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC traineeDear **PREETHAN**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/- (Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property: documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **RAMESH**

Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **RAMESH**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/-(Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule I.
4. **Hours of Work**: The normal working days are Monday to ~~Saturday~~. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property: documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I -COMPENSATIONDETAILS

SALARY STRUCTURE

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDERTo: **VEERAMANI**

Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC traineeDear **VEERAMANI**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/-(Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform. from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings



SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDERTo: **VENKATESH**

Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC traineeDear **VENKATESH**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/-(Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform. from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property: documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **AVINASH A**
Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **AVINASH A**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/-(Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to **Saturday**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform. from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period, The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property: documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **PURUSHOTHAMAN A**
Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **PURUSHOTHAMAN A,**

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/- (Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule I.
4. **Hours of Work**: The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

APPOINTMENT ORDER

To: **SOWNTHER**

Dept of Mechanical Engineering,
EGS Pillay Engineering College,
Nagapattinam.

Sub: Appointment for post of Jr. HVAC trainee

Dear **SOWNTHER**,

We are confirming that you have been appointed in our organization as a **Jr. HVAC** trainee with effect from 3rd May 2019 on the following terms and conditions:

1. **Commencement of Employment** : Your employment will be effective, as of 3rd May 2019 onwards
2. **Job title**: Your job title will be **Jr. HVAC** trainee,
3. Your Salary details are: **Total Gross Salary Rs.18560/- (Rupees Eighteen Thousand Five Hundred and Sixty Only Per Month)** your detailed salary and other benefits will be as set out in Schedule 1.
4. **Hours of Work**: The normal working days are Monday to ~~Saturday~~. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.
5. **Leave/ Holidays**: a) you are entitled to casual leave of 12 days. b) You are entitled to 2 working days of paid sick leave and c) The Company shall notify a list of declared holidays in the beginning of each year.
6. **Nature of Duties**: You will perform to the best of your ability all the duties which are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.
7. **Company property**: You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and

shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. **Termination:** Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving not less than three months' prior notice or salary for unsaved period. The Company reserves the right to terminate your employment without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property: documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business for additional hours depending on your responsibilities.
9. **Acceptance of our offer:** Please confirm your acceptance of this **Contract of Employment** by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to work with you.

Regards



Authorized Signatory
For Cluster Wings

SCHEDULE I - COMPENSATION DETAILS**SALARY STRUCTURE**

| Compensation Elements | Per Month |
|------------------------------|------------------|
| Basic Salary | 9,000 |
| House rent allowance | 4,000 |
| Other allowance | 4,000 |
| PF Contribution | 960 |
| Telephone reimbursement | 600 |
| Total | 18,560 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.



CI/2019-2020/1945

ILM / F / 45 / 1.3

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

ELAKKIYA E

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles, and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1945

ILM / F / 45 / 1.3

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)

Page 2 of 5



CI/2019-2020/1945

ILM / F / 45 / 1.3

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1945

ILM / F / 45 / 1.3

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1945

ILM / F / 45 / 1.3

| Annexure - 1 | | | |
|--|-------|---------------------------|-------|
| CTC Breakup | | | |
| CTC | 17500 | | |
| Breakup of the Compensation | | Deductions | |
| Basic + VDA | 14041 | Professional Tax | 200 |
| Bonus | 1276 | ESI Contribution | 115 |
| Special Allowance | 0 | PF Contribution (Savings) | 1685 |
| Performance Based Incentives * | 0 | | |
| Additional Mandatory Incentives ** | 0 | ILM's Contribution | |
| Gross Earnings (1) | 15317 | ESI Contribution | 498 |
| | | PF Contribution (Savings) | 1685 |
| | | Total (2) | 2183 |
| Take Home | 13317 | Total CTC (1) + (2) | 17500 |
| Note: | | | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | | | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | | | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | | | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | | | |



CI/2019-2020/1946

ILM / F / 45 / 1.4

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

KAMALI R

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1946

ILM/F/45/1.4

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

FinancialGrowth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only)CTC-Cost to the Company per Month from the date of your reporting to the school.(SeeAnnexure-1-CTCBreakup)

Page2of5



CI/2019-2020/1946

ILM / F / 45 / 1.4

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1946

ILM / F / 45 / 1.4

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1946

ILM / F / 45 / 1.4

| Annexure - 1 | |
|--|--------------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1947

ILM / F / 45 / 1.5

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
SASI M

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1947

ILM / F / 45 / 1.5

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1947

ILM / F / 45 / 1.5

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1947

ILM / F / 45 / 1.5

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1947

ILM / F / 45 / 1.5

| Annexure - 1 | | | |
|--|-------|---------------------------|-------|
| CTC Breakup | | | |
| CTC | 17500 | | |
| Breakup of the Compensation | | Deductions | |
| Basic + VDA | 14041 | Professional Tax | 200 |
| Bonus | 1276 | ESI Contribution | 115 |
| Special Allowance | 0 | PF Contribution (Savings) | 1685 |
| Performance Based Incentives * | 0 | | |
| Additional Mandatory Incentives ** | 0 | ILM's Contribution | |
| Gross Earnings (1) | 15317 | ESI Contribution | 498 |
| | | PF Contribution (Savings) | 1685 |
| | | Total (2) | 2183 |
| Take Home | 13317 | Total CTC (1) + (2) | 17500 |
| Note: | | | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | | | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | | | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | | | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | | | |



CI/2019-2020/1955

ILM/F/45/1.13

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

A.ANBUKANI

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1955

ILM / F / 45 / 1.13

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1955

ILM / F / 45 / 1.13

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1955

ILM / F / 45 / 1.13

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080-42181313 /26601313/26606816.

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted
A. Anbukane



| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1956

ILM / F / 45 / 1.14

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
R.DEVI

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1956

ILM / F / 45 / 1.14

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1956

ILM / F / 45 / 1.14

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1956

ILM / F / 45 / 1.14

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816..**

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted

R. Beni



CI/2019-2020/1956

ILM / F / 45 / 1.14

| Annexure - 1 | |
|--|--------------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1957

ILM / F / 45 / 1.15

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Kalaimani K

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1957

ILM / F / 45 / 1.15

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

FinancialGrowth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only)CTC-Cost to the Company per Month from the date of your reporting to the school.(SeeAnnexure-1-CTCBreakup)



CI/2019-2020/1957

ILM / F / 45 / 1.15

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1957

ILM / F / 45 / 1.15

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080-42181313 /26601313/26606816.

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted

K. Kalaimani



CI/2019-2020/1958

ILM / F / 45 / 1.22

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1959

ILM / F / 45 / 1.16

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
Oviya. K

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1959

ILM / F / 45 / 1.16

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1959

ILM / F / 45 / 1.16

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10" standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1959

ILM / F / 45 / 1.16

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted
K. Sujya.



CI/2019-2020/1960

ILM / F / 45 / 1.17

| Annexure - 1 | | | |
|--|-------|---------------------------|-------|
| CTC Breakup | | | |
| CTC | 17500 | | |
| Breakup of the Compensation | | Deductions | |
| Basic + VDA | 14041 | Professional Tax | 200 |
| Bonus | 1276 | ESI Contribution | 115 |
| Special Allowance | 0 | PF Contribution (Savings) | 1685 |
| Performance Based Incentives * | 0 | ILM's Contribution | |
| Additional Mandatory Incentives ** | 0 | ESI Contribution | 498 |
| Gross Earnings (1) | 15317 | PF Contribution (Savings) | 1685 |
| | | Total (2) | 2183 |
| Take Home | 13317 | Total CTC (1) + (2) | 17500 |
| Note: | | | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | | | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | | | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | | | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | | | |



CI/2019-2020/1960

ILM / F / 45 / 1.17

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Rajalakshmi.G

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1960

ILM/F/45/1.17

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1960

ILM / F / 45 / 1.17

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1960

ILM / F / 45 / 1.17

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080-42181313 /26601313/26606816.

Accepted.

Rajalakshmi .G.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1961

ILM / F / 45 / 1.18

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Sabitha.S

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a “**Professional Faculty – Communicative English**” under ILM’S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., (**Candidates can also opt to stay on their own during the training at their own cost**).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1961

ILM/F/45/1.18

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1961

ILM / F / 45 / 1.18

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1961

ILM / F / 45 / 1.18

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080-42181313 /26601313/26606816.

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted

Jabbar S



CI/2019-2020/1961

ILM / F / 45 / 1.18

| Annexure - 1 | |
|--|--------------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1962

ILM / F / 45 / 1.19

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Sivadharani.R

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a “**Professional Faculty – Communicative English**” under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., (**Candidates can also opt to stay on their own during the training at their own cost**).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1962

ILM/F/45/1.19

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1962

ILM / F / 45 / 1.19

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1962

ILM / F / 45 / 1.19

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080-42181313 /26601313/26606816.

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted

Sivadharami . R



CI/2019-2020/1963

ILM / F / 45 / 1.20

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
Swathi. S

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1963

ILM / F / 45 / 1.20

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1963

ILM / F / 45 / 1.20

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1963

ILM/F/45/1.20

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our HR-Dept on 080-42181313 /26601313/26606816.

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted

Swathi. S



CI/2019-2020/1959

ILM / F / 45 / 1.16

| Annexure - 1 | | | |
|--|-------|---------------------------|-------|
| CTC Breakup | | | |
| CTC | 17500 | | |
| Breakup of the Compensation | | Deductions | |
| Basic + VDA | 14041 | Professional Tax | 200 |
| Bonus | 1276 | ESI Contribution | 115 |
| Special Allowance | 0 | PF Contribution (Savings) | 1685 |
| Performance Based Incentives * | 0 | | |
| Additional Mandatory Incentives ** | 0 | ILM's Contribution | |
| Gross Earnings (1) | 15317 | ESI Contribution | 498 |
| | | PF Contribution (Savings) | 1685 |
| | | Total (2) | 2183 |
| Take Home | 13317 | Total CTC (1) + (2) | 17500 |
| Note: | | | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | | | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | | | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | | | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | | | |



CI/2019-2020/1964

ILM / F / 45 / 1.21

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
Vinothini T

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1964

ILM / F / 45 / 1.21

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1964

ILM / F / 45 / 1.21

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1964

ILM/F/45/1.21

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted

T. Venothini



CI/2019-2020/1958

ILM / F / 45 / 1.22

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Kalaimozhi. S

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



Navatron IT Solutions
17 A, Swiss Plaza, Sirkali-609110
Email: markgibran@navatronitsolution.com

Letter of Employment

NIT/2019/EGS/112

Date: 3rd July 2019

Dear Divya M ,

Welcome to the Navatron Family...!

Congratulations!!!

We are pleased to inform you that, you have been appointed for the role of **Data Analyst** with **Navatron IT Solution**.

Navatron IT solutions will bear all the training expenses during your probationary period. If for any reason you drop out from the training after first three days you are liable to pay back the recruitment and training expenses of **Rs 22500 (Twenty Two Thousand Five Hundred)** to the company.

On successful completion of the training, you will be on boarded to the role of Navatron as **Data Analyst**.

You will be entitled to an all-inclusive Annual Compensation (Cost to Company) of **Rs.2.6 Lakhs /Annum**, as discussed and agreed. We have the right to restructure the various components of your emoluments, while your gross salary will be protected.

After completing the joining formalities for training, based on the business requirements, we would confirm the place of training and work and the candidates should be flexible to work from any of our locations.

You are required to submit the following documents while reporting to the duty on **8th July 2019**

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) - 2 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License) - 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure —1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, please write to campusconnect@navatron.com

With best wishes,

For Navatron IT Solutions,

P. Mark Gibran – Human Resource Management.

Accepted
MT. Divya



| Annexure - 1 | | | |
|--|-------|---------------------------|-------|
| CTC Breakup | | | |
| CTC | 17500 | | |
| Breakup of the Compensation | | Deductions | |
| Basic + VDA | 14041 | Professional Tax | 200 |
| Bonus | 1276 | ESI Contribution | 115 |
| Special Allowance | 0 | PF Contribution (Savings) | 1685 |
| Performance Based Incentives * | 0 | | |
| Additional Mandatory Incentives ** | 0 | ILM's Contribution | |
| Gross Earnings (1) | 15317 | ESI Contribution | 498 |
| | | PF Contribution (Savings) | 1685 |
| | | Total (2) | 2183 |
| Take Home | 13317 | Total CTC (1) + (2) | 17500 |
| Note: | | | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | | | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | | | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | | | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | | | |



CI/2019-2020/1958

ILM / F / 45 / 1.22

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1958

ILM / F / 45 / 1.22

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1958

ILM / F / 45 / 1.22

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration

Accepted

S. Kalyan



CI/2019-2020/1957

ILM / F / 45 / 1.15

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1928

ILM/F/45/1.23

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Elanchezhiyan P

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1928

ILM / F / 45 / 1.23

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1928

ILM / F / 45 / 1.23

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1928

ILM / F / 45 / 1.23

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1928

ILM / F / 45 / 1.23

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1929

ILM / F / 45 / 1.24

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Jayaprakash S

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a “Professional Faculty – Communicative English” under ILM’S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1929

ILM / F / 45 / 1.24

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1929

ILM / F / 45 / 1.24

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1929

ILM / F / 45 / 1.24

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1929

ILM / F / 45 / 1.24

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1930

ILM / F / 45 / 1.25

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Kaviya T

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1930

ILM / F / 45 / 1.25

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1930

ILM / F / 45 / 1.25

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1930

ILM / F / 45 / 1.25

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1930

ILM / F / 45 / 1.25

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/19231

ILM / F / 45 / 1.26

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Poonthamizhan P

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/19231

ILM / F / 45 / 1.26

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/19231

ILM / F / 45 / 1.26

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/19231

ILM / F / 45 / 1.26

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/19231

ILM / F / 45 / 1.26

| Annexure - 1 | |
|--|--------------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1932

ILM / F / 45 / 1.27

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Rajasri A

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1932

ILM / F / 45 / 1.27

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1932

ILM / F / 45 / 1.27

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1932

ILM / F / 45 / 1.27

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1932

ILM / F / 45 / 1.27

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1935

ILM / F / 45 / 1.28

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Kalaiyarasi. K

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1935

ILM / F / 45 / 1.28

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

FinancialGrowth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**)CTC-Cost to the Company per Month from the date of your reporting to the school.(SeeAnnexure-1-CTCBreakup)



CI/2019-2020/1935

ILM / F / 45 / 1.28

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1935

ILM / F / 45 / 1.28

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1935

ILM / F / 45 / 1.28

| Annexure - 1 | | | |
|--|-------|---------------------------|-------|
| CTC Breakup | | | |
| CTC | 17500 | | |
| Breakup of the Compensation | | Deductions | |
| Basic + VDA | 14041 | Professional Tax | 200 |
| Bonus | 1276 | ESI Contribution | 115 |
| Special Allowance | 0 | PF Contribution (Savings) | 1685 |
| Performance Based Incentives * | 0 | | |
| Additional Mandatory Incentives ** | 0 | ILM's Contribution | |
| Gross Earnings (1) | 15317 | ESI Contribution | 498 |
| | | PF Contribution (Savings) | 1685 |
| | | Total (2) | 2183 |
| Take Home | 13317 | Total CTC (1) + (2) | 17500 |
| Note: | | | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | | | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | | | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | | | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | | | |



CI/2019-2020/1941

ILM / F / 45 / 1.29

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Roja C

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a “**Professional Faculty – Communicative English**” under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1941

ILM/F/45/1.29

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**)**CTC-Cost to the Company per Month** from the date of your reporting to the school.(SeeAnnexure-1-CTC Breakup)



CI/2019-2020/1941

ILM / F / 45 / 1.29

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1941

ILM / F / 45 / 1.29

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1941

ILM / F / 45 / 1.29

| Annexure - 1 | |
|---|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1942

ILM/F/45/1.30

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Subalakshmi S

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1942

ILM / F / 45 / 1.30

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* → *Zone Head* → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1942

ILM / F / 45 / 1.30

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1942

ILM / F / 45 / 1.30

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1942

ILM / F / 45 / 1.30

| Annexure - 1 | |
|---|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1943

ILM / F / 45 / 1.31

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Vijila V

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a “**Professional Faculty – Communicative English**” under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1943

ILM / F / 45 / 1.31

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1943

ILM / F / 45 / 1.31

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1943

ILM / F / 45 / 1.31

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1943

ILM/F/45/1.31

| Annexure - 1 | |
|---|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI / 2019-2020 / 1967

ILM / F / 45 / 1.3

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Venkadaramanan A

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI / 2019-2020 / 1967

ILM / F / 45 / 1.3

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school.(See Annexure-1-CTC Breakup)



CI / 2019-2020 / 1967

ILM / F / 45 / 1.3

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI / 2019-2020 / 1967

ILM / F / 45 / 1.3

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI / 2019-2020 / 1967

ILM / F / 45 / 1.3

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI / 2019-2020 / 1968

ILM / F / 45 / 1.3

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
Akilan.E

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI / 2019-2020 / 1968

ILM / F / 45 / 1.3

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school.(See Annexure-1-CTC Breakup)



CI / 2019-2020 / 1968

ILM / F / 45 / 1.3

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI / 2019-2020 / 1968

ILM / F / 45 / 1.3

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1936

ILM / F / 45 / 1.32

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

A.Deepalakshmi

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1936

ILM/F/45/1.32

b) Academic and Career Growth:

1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.

2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1936

ILM / F / 45 / 1.32

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1936

ILM / F / 45 / 1.32

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1936

ILM/F/45/1.32

| Annexure - 1 | |
|--|--------------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |

Received
to: Deepika

Page 5 of 5



CI/2019-2020/1937

ILM / F / 45 / 1.33

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

P.Lakshmi

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1937

ILM / F / 45 / 1.33

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* → *Zone Head* → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

FinancialGrowth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only)CTC-Cost to the Company per Month from the date of your reporting to the school.(SeeAnnexure-1-CTCBreakup)



2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1937

ILM / F / 45 / 1.33

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of “Campus Guide (P) Ltd”.

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



| Annexure - 1 | |
|---|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |

Accepted
J. Lakshmi



CI/2019-2020/1938

ILM / F / 45 / 1.34

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

Punitha

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1938

ILM / F / 45 / 1.34

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) **CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1938

ILM / F / 45 / 1.34

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1938

ILM / F / 45 / 1.34

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1938

ILM / F / 45 / 1.34

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |

Received
Junitha
Page 5 of 5



CI/2019-2020/1939

ILM / F / 45 / 1.35

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

P.Sarona

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1939

ILM / F / 45 / 1.35

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

FinancialGrowth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**)**CTC-Cost to the Company per Month** from the date of your reporting to the school.(SeeAnnexure-1-CTCBreakup)



CI/2019-2020/1939

ILM / F / 45 / 1.35

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1939

ILM / F / 45 / 1.35

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1939

ILM/F/45/1.35

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |

Received
D. Saranya



CI/2019-2020/1948

ILM / F / 45 / 1.6

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
AJAY R

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1948

ILM / F / 45 / 1.6

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ₹ 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1948

ILM / F / 45 / 1.6

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1948

ILM / F / 45 / 1.6

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1949

ILM / F / 45 / 1.7

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
DEEPAN A

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1949

ILM/F/45/1.7

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1949

ILM / F / 45 / 1.7

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1949

ILM / F / 45 / 1.7

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1949

ILM / F / 45 / 1.7

| Annexure - 1 | |
|--|--------------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1950

ILM / F / 45 / 1.8

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

KALAIPERIYAN K

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



| Annexure - 1 | |
|--|--------------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1950

ILM / F / 45 / 1.8

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1950

ILM / F / 45 / 1.8

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1950

ILM / F / 45 / 1.8

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1951

ILM / F / 45 / 1.9

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

MOHAMED AMEER S

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1951

ILM / F / 45 / 1.9

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1951

ILM / F / 45 / 1.9

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1951

ILM / F / 45 / 1.9

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1951

ILM / F / 45 / 1.9

| Annexure - 1 | | | |
|--|-------|----------------------------|--------------|
| CTC Breakup | | | |
| CTC | 17500 | | |
| Breakup of the Compensation | | Deductions | |
| Basic + VDA | 14041 | Professional Tax | 200 |
| Bonus | 1276 | ESI Contribution | 115 |
| Special Allowance | 0 | PF Contribution (Savings) | 1685 |
| Performance Based Incentives * | 0 | | |
| Additional Mandatory Incentives ** | 0 | ILM's Contribution | |
| Gross Earnings (1) | 15317 | ESI Contribution | 498 |
| | | PF Contribution (Savings) | 1685 |
| | | Total (2) | 2183 |
| Take Home | 13317 | Total CTC (1) + (2) | 17500 |
| Note: | | | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | | | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | | | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | | | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | | | |



CI/2019-2020/1952

ILM / F / 45 / 1.10

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

RIYAS AHAMED

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a “**Professional Faculty – Communicative English**” under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., (**Candidates can also opt to stay on their own during the training at their own cost**).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1952

ILM / F / 45 / 1.10

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1952

ILM / F / 45 / 1.10

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1952

ILM / F / 45 / 1.10

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1952

ILM/F/45/1.10

| Annexure - 1 | |
|--|--------------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI/2019-2020/1953

ILM / F / 45 / 1.11

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

VENGATESAN

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1953

ILM / F / 45 / 1.11

b) Academic and Career Growth:

- 1) **ILM'S EDUCATE INDIA PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) **Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:**

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI/2019-2020/1953

ILM / F / 45 / 1.11

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1953

ILM / F / 45 / 1.11

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1954

ILM / F / 45 / 1.12

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

SAKTHIVEL

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI/2019-2020/1954

ILM / F / 45 / 1.12

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

FinancialGrowth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only)CTC-Cost to the Company per Month from the date of your reporting to the school.(SeeAnnexure-1-CTCBreakup)



CI/2019-2020/1954

ILM / F / 45 / 1.12

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI/2019-2020/1954

ILM / F / 45 / 1.12

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI/2019-2020/1954

ILM/F/45/1.12

| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI / 2019-2020 / 1969

ILM / F / 45 / 1.3

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,
DEVARAJ S

Date: 15.04.2019

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI / 2019-2020 / 1969

ILM / F / 45 / 1.3

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give youth at cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (**Rupees Seventeen Thousand Five Hundred only**) CTC-Cost to the Company per Month from the date of your reporting to the school.(See Annexure-1-CTC Breakup)



CI / 2019-2020 / 1969

ILM / F / 45 / 1.3

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI / 2019-2020 / 1969

ILM / F / 45 / 1.3

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI / 2019-2020 / 1970

ILM / F / 45 / 1.3

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

JERMIN ALBERT J

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI / 2019-2020 / 1970

ILM / F / 45 / 1.3

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ` 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI / 2019-2020 / 1970

ILM / F / 45 / 1.3

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost.)

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI / 2019-2020 / 1970

ILM / F / 45 / 1.3

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 / 26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



CI / 2019-2020 / 1970

ILM / F / 45 / 1.3

| Annexure - 1 | |
|---|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



CI / 2019-2020 / 1971

ILM / F / 45 / 1.3

ILM'S Educate India (IEI)

APPOINTMENT ORDER

To,

Date: 15.04.2019

VIGNESH S

Further to the Campus Interview conducted in your college and subsequent interview, we congratulate you on being selected as a **“Professional Faculty – Communicative English”** under ILM'S Educate India programme for the academic year July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April /May /June 2019. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided at free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



CI / 2019-2020 / 1971

ILM / F / 45 / 1.3

b) Academic and Career Growth:

- 1) ILM'S EDUCATE INDIA PROGRAM: During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a Professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short-term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intention is a long-term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) Upon Successful Completion of the ILM'S EDUCATE INDIA PROGRAM the Following is the career growth path in ILM:

Senior Professional Faculty → *Trainee Team-Leader* → *Team Leader* →
Zone Head → *Group Head* → *Cluster Head* → *Divisional Head.*

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you a cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay a huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.

Financial Growth

Part-1

1. You will be paid ₹ 17,500/- (Rupees Seventeen Thousand Five Hundred only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)



CI / 2019-2020 / 1971

ILM / F / 45 / 1.3

2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. **(Candidates can also opt to stay on their own at their own cost.)**

Part-2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` 500/- per month to ` 3,000/- per month or as decided by ILM.
2. Additional Mandatory Incentives: If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ` 2,000/- per month to ` 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the completion of one academic year, you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.



CI / 2019-2020 / 1971

ILM / F / 45 / 1.3

4. After the preliminary training, if you do not report for your assignment or if you discontinue during the employment without serving the notice period of 60 (Sixty) days you will have to pay us `30,000/-plus applicable GST (In case if you discontinue during the preliminary training, you will have to pay us as on pro-rate basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

Please enclose the following documents

1. Your recent passport size photograph (2nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080-42181313 /26601313/26606816**.

With Best Wishes

Sanjay Subramanya T
Director-Administration



| Annexure - 1 | |
|--|-------|
| CTC Breakup | |
| CTC | 17500 |
| Breakup of the Compensation | |
| Basic + VDA | 14041 |
| Bonus | 1276 |
| Special Allowance | 0 |
| Performance Based Incentives * | 0 |
| Additional Mandatory Incentives ** | 0 |
| Gross Earnings (1) | 15317 |
| Take Home | 13317 |
| Deductions | |
| Professional Tax | 200 |
| ESI Contribution | 115 |
| PF Contribution (Savings) | 1685 |
| ILM's Contribution | |
| ESI Contribution | 498 |
| PF Contribution (Savings) | 1685 |
| Total (2) | 2183 |
| Total CTC (1) + (2) | 17500 |
| Note: | |
| 1. You will be provided free standard outstation accommodation at your place of posting. | |
| 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting). | |
| 3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month) | |
| 4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month) | |



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Arjunan R

EGS/TE/2019/196

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Arjunan R,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2.Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Balakrishnan D

EGS/TE/2019/203

EGS Pillay Engineering College;
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Balakrishnan D,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2.Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Kanimozhi S

EGS/TE/2019/200

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Kanimozhi S,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

- 1. Date of Commencement:** You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.
- 2. Reporting:** You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.
- 3. Location:** **Joules Quare** at Namakal.
- 4. Roles and Responsibilities:**
 - a) Inspecting raw materials and machinery.
 - b) Creating test environments.
 - c) Analyzing results and identifying the root cause of malfunctions.
 - d) To run tests on various components and features in order to identify and fix technical issues.
 - e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only be taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Karthika R

EGS/TE/2019/205

EGS Pillay Engineering College,

Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Karthika R,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2.Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Mathivanan K

EGS/TE/2019/198

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Mathivanan K,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2. Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Nanda Kumar U

EGS/TE/2019/204

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Nanda Kumar U,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2.Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/-. (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Neelaveni V

EGS/TE/2019/206

EGS Pillay Engineering College,

Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Neelaveni V,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2. Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Preethi P

EGS/TE/2019/193

EGS Pillay Engineering College,

Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Preethi P,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2. Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company's interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Prithi P

EGS/TE/2019/201

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Prithi P,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2. Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: **Joules Quare** at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Rajesh P

EGS/TE/2019/197

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Rajesh P,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2.Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Sridevi A

EGS/TE/2019/199

EGS Pillay Engineering College,

Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Sridevi A,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2. Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/-. (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Swathini R

EGS/TE/2019/195

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Swathini R,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2.Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/-. (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

Yuvasri R

EGS/TE/2019/202

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear Yuvasri R,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows: .

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2.Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred). Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

GUNAVATHI P

EGS/TE/2019/207

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear GUNAVATHI P,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

- 1. Date of Commencement:** You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.
- 2.Reporting:** You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.
- 3. Location: Joules Quare** at Namakal.
- 4. Roles and Responsibilities:**
 - a) Inspecting raw materials and machinery.
 - b) Creating test environments.
 - c) Analyzing results and identifying the root cause of malfunctions.
 - d) To run tests on various components and features in order to identify and fix technical issues.
 - e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

- f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17500. Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only be taken at a time most suitable for both you and the company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

KATHARIN PRIYA F

EGS/TE/2019/208

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear KATHARIN PRIYA F,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2. Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17500. Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.

b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.

(or)

b) By the Company on grounds of indiscipline or under performance.

(or)

c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

RANJANI A

EGS/TE/2019/209

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear RANJANI A,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2. Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17500. Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.

b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.

(or)

b) By the Company on grounds of indiscipline or under performance.

(or)

c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

DEVI PRIYANKA K G

EGS/TE/2019/210

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear DEVI PRIYANKA K G,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

- 1. Date of Commencement:** You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.
- 2.Reporting:** You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.
- 3. Location:** Joules Quare at Namakal.
- 4. Roles and Responsibilities:**
 - a) Inspecting raw materials and machinery.
 - b) Creating test environments.
 - c) Analyzing results and identifying the root cause of malfunctions.
 - d) To run tests on various components and features in order to identify and fix technical issues.
 - e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17500. Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.

b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.

(or)

b) By the Company on grounds of indiscipline or under performance.

(or)

c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

APPOINTMENT LETTER

18th July 2019

To

KASTHURI K

EGS/TE/2019/211

EGS Pillay Engineering College,
Nagapattinam.

Subject: Appointment for the post of Testing Engineer

Dear KASTHURI K,

We are pleased to inform you that you passed your interview and we are hereby offering you employment on contract basis for the position of “**Testing Engineer**” with **Joules Quare**.

The terms and conditions of your employment are as follows:

1. Date of Commencement: You are expected to report to your duties as from 5th August 2019. Your contract is based on a period of three years after which we may renew it based on your work performance and mutual agreement.

2.Reporting: You will report to your immediate supervisor on the said date. You are required to comply with the company rules and regulations at all given times and should always act in a manner that protects the company’s interest.

3. Location: Joules Quare at Namakal.

4. Roles and Responsibilities:

- a) Inspecting raw materials and machinery.
- b) Creating test environments.
- c) Analyzing results and identifying the root cause of malfunctions.
- d) To run tests on various components and features in order to identify and fix technical issues.
- e) Your roles and responsibilities are outlined in the job description which is an extension of this contract.

f) Your signature will imply that you fully agree with all the terms and conditions laid out in this contract.

5. Monthly Salary: You are entitled to a monthly compensation amounting to Rs. 17500. Which will be subject to all statutory and company deductions with regards to the law in force.

6. Working Hours: Your working hours will be from 9 am to 6 pm (Monday to Friday) and you will be required to work extra on shift based working hours if required. However, you may also be required to avail yourself outside these stipulated hours if the need arises.

7. Leave:

- a) **Vacation:** You will be entitled to 15 working days of leave at the full pay. However, the leave days should only taken at a time most suitable for both you and to company.
- b) **Sick leave:** You are entitled to up to 10 working days of sick leave at the full pay.

8. Termination:

This contract can be terminated:

- a) By either party by giving a prior 30 working days written notice or failure to which a compensation equivalent to a month's salary will be awarded.
(or)
- b) By the Company on grounds of indiscipline or under performance.
(or)
- c) By the Company on account of redundancy/ retrenchment as per the law.

9. Copyrights and Enforcement: You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

10. Amendment and Enforcement: Any alternations or amendment to this contract shall be duly communicated in writing, taking into consideration both the employers and employees view.

With regards,



(SARA DAVID)

Director, Joules Quare



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

27 June 2019

Name : Dhivyabarathi M

Staff ID : SH-20190703

College Name : EGS Pillay Engineering College, Nagapattinam.

It gives us immense pleasure in appointing you as **Software Trainee** in our company. We are pleased to have you joining our staff and hope that you are equally pleased with this opportunity. Your appointment will be effective from the month of 1st **July 2019** and the terms and conditions are as follows:

The monthly salary for the position of Software Trainee will be **Rs.2.1 Lakhs Per Annum**.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be responsible for safe keeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

If you require any accommodation in order to perform the essential functions of your new position, please contact the Employment Accommodations Coordinator. Human Resources will hold any information you provide in confidence.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to Srihari Infotech and look forward to a fruitful collaboration.

Thanks & Regards

Mr.C.Harendra

HRM - Srihari Infotech

accepted

DHIVYABARATHI . M



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

27 June 2019

Name : Kalaiyarasi. K

Staff ID : SH-20190704

College Name : EGS Pillay Engineering College, Nagapattinam.

It gives us immense pleasure in appointing you as **Software Trainee** in our company. We are pleased to have you joining our staff and hope that you are equally pleased with this opportunity. Your appointment will be effective from the month of **1st July 2019** and the terms and conditions are as follows:

The monthly salary for the position of Software Trainee will be **Rs.2.1 Lakhs Per Annum**.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be responsible for safe keeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

If you require any accommodation in order to perform the essential functions of your new position, please contact the Employment Accommodations Coordinator. Human Resources will hold any information you provide in confidence.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to Srihari Infotech and look forward to a fruitful collaboration.

Thanks & Regards

Mr.C.Harendra

HRM - Srihari Infotech

Accepted
Kalaiyarasi. K



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

27 June 2019

Name : Natarajan. A

Staff ID : SH-20190705

College Name : EGS Pillay Engineering College, Nagapattinam.

It gives us immense pleasure in appointing you as **Software Trainee** in our company. We are pleased to have you joining our staff and hope that you are equally pleased with this opportunity. Your appointment will be effective from the month of **1st July 2019** and the terms and conditions are as follows:

The monthly salary for the position of Software Trainee will be **Rs.2.1 Lakhs Per Annum**.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be responsible for safe keeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

If you require any accommodation in order to perform the essential functions of your new position, please contact the Employment Accommodations Coordinator. Human Resources will hold any information you provide in confidence.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to Srihari Infotech and look forward to a fruitful collaboration.

Thanks & Regards

Mr.C.Harendra

HRM - Srihari Infotech

ACCEPTED :
NATARAJAN. A



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

27 June 2019

Name : Pavithra. R

Staff ID : SH-20190706

College Name : EGS Pillay Engineering College, Nagapattinam.

It gives us immense pleasure in appointing you as **Software Trainee** in our company. We are pleased to have you joining our staff and hope that you are equally pleased with this opportunity. Your appointment will be effective from the month of **1st July 2019** and the terms and conditions are as follows:

The monthly salary for the position of Software Trainee will be **Rs.2.1 Lakhs Per Annum.**

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be responsible for safe keeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

If you require any accommodation in order to perform the essential functions of your new position, please contact the Employment Accommodations Coordinator. Human Resources will hold any information you provide in confidence.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to Srihari Infotech and look forward to a fruitful collaboration.

Thanks & Regards

Mr.C.Harendra

HRM - Srihari Infotech

Accepted
Pavithra . R



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

27 June 2019

Name : Tamilarasan V

Staff ID : SH-20190701

College Name : EGS Pillay Engineering College, Nagapattinam.

It gives us immense pleasure in appointing you as **Software Trainee** in our company. We are pleased to have you joining our staff and hope that you are equally pleased with this opportunity. Your appointment will be effective from the month of **1st July 2019** and the terms and conditions are as follows:

The monthly salary for the position of Software Trainee will be **Rs.2.1 Lakhs Per Annum**.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be responsible for safe keeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

If you require any accommodation in order to perform the essential functions of your new position, please contact the Employment Accommodations Coordinator. Human Resources will hold any information you provide in confidence.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to Srihari Infotech and look forward to a fruitful collaboration.

Thanks & Regards

Mr.C.Harendra

HRM - Srihari Infotech



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore; 641041
Email:avantika@srihariinfotech.com

27 June 2019

Name : Deepika. S

Staff ID : SH-20190702

College Name : EGS Pillay Engineering College, Nagapattinam.

It gives us immense pleasure in appointing you as **Software Trainee** in our company. We are pleased to have you joining our staff and hope that you are equally pleased with this opportunity. Your appointment will be effective from the month of **1st July 2019** and the terms and conditions are as follows:

The monthly salary for the position of Software Trainee will be **Rs.2.1 Lakhs Per Annum.**

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be responsible for safe keeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

If you require any accommodation in order to perform the essential functions of your new position, please contact the Employment Accommodations Coordinator. Human Resources will hold any information you provide in confidence.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to Srihari Infotech and look forward to a fruitful collaboration.

Thanks & Regards

A handwritten signature in black ink, appearing to be 'C. Harendra', written over a horizontal line.

Mr.C.Harendra

HRM - Srihari Infotech



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email: avantika@srihariinfotech.com

SH-2019/Jul/128

08th March, 2019

Dear ELAVARASI.M,

Following our recent discussion during on-campus interview, we are delighted to offer you the position of **Software Trainee** with our organization. If you join our organization, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask you for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, action, advice and results that you provide as a representative of our organization. In return, we are committed to provide you with every opportunity to learn, grow and stretch to the highest level of ability and potential. We are confident you will find the new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Job Title: Software Trainee

Salary: 2.1 Lakhs per Annum

Probation: You have to serve probation period of 3 months. After that you will become a regular employee of our organization.

Working days: It starts from Monday and extends upto Saturday

Working Hours: 09.00 a.m. to 05.00 p.m.

Reporting Relationship: You have to report to your team lead.

(Sign this offer letter and return it back to the organization at the time of joining)

Thanks & Regards

A handwritten signature in black ink, appearing to be "C. Harendra", written over a horizontal line.

Mr.C.Harendra

HRM-Srihari Infotech



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

SH-2019/Jul/129

08th March, 2019

Dear JAYAPRIYA. N,

Following our recent discussion during on-campus interview, we are delighted to offer you the position of **Software Trainee** with our organization. If you join our organization, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask you for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, action, advice and results that you provide as a representative of our organization. In return, we are committed to provide you with every opportunity to learn, grow and stretch to the highest level of ability and potential. We are confident you will find the new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Job Title: Software Trainee

Salary: 2.1 Lakhs per Annum

Probation: You have to serve probation period of 3 months. After that you will become a regular employee of our organization.

Working days: It starts from Monday and extends upto Saturday

Working Hours: 09.00 a.m. to 05.00 p.m.

Reporting Relationship: You have to report to your team lead.

(Sign this offer letter and return it back to the organization at the time of joining)

Thanks & Regards

A handwritten signature in black ink, appearing to be "C. Harendra", written over a horizontal line.

Mr.C.Harendra

HRM-Srihari Infotech



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

SH-2019/Jul/130

08th March, 2019

Dear KIRUTHIKA. S,

Following our recent discussion during on-campus interview, we are delighted to offer you the position of **Software Trainee** with our organization. If you join our organization, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask you for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, action, advice and results that you provide as a representative of our organization. In return, we are committed to provide you with every opportunity to learn, grow and stretch to the highest level of ability and potential. We are confident you will find the new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Job Title: Software Trainee

Salary: 2.1 Lakhs per Annum

Probation: You have to serve probation period of 3 months. After that you will become a regular employee of our organization.

Working days: It starts from Monday and extends upto Saturday

Working Hours: 09.00 a.m. to 05.00 p.m.

Reporting Relationship: You have to report to your team lead.

(Sign this offer letter and return it back to the organization at the time of joining)

Thanks & Regards

A handwritten signature in black ink, appearing to be "C. Harendra", written over a horizontal line.

Mr.C.Harendra

HRM-Srihari Infotech



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

SH-2019/JUL/129

08^h March, 2019

Dear MEENA. N,

Following our recent discussion during on-campus interview, we are delighted to offer you the position of **Software Trainee** with our organization. If you join our organization, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask you for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, action, advice and results that you provide as a representative of our organization. In return, we are committed to provide you with every opportunity to learn, grow and stretch to the highest level of ability and potential. We are confident you will find the new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Job Title: Software Trainee

Salary: 2.1 Lakhs Per Annum

Probation: You have to serve probation period of 3 months. After that you will become a regular employee of our organization.

Working days: It starts from Monday and extends upto Saturday

Working Hours: 09.00 a.m. to 05.00 p.m.

Reporting Relationship: You have to report to your team lead.

(Sign this offer letter and return it back to the organization at the time of joining)

Thanks & Regards

A handwritten signature in black ink, appearing to be "C. Harendra", written over a horizontal line.

Mr.C.Harendra

HRM-Srihari Infotech



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email: avantika@srihariinfotech.com

SH-2019/JUL/130

08^h March, 2019

Dear SRUTHI.S,

Following our recent discussion during on-campus interview, we are delighted to offer you the position of **Software Trainee** with our organization. If you join our organization, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask you for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, action, advice and results that you provide as a representative of our organization. In return, we are committed to provide you with every opportunity to learn, grow and stretch to the highest level of ability and potential. We are confident you will find the new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Job Title: Software Trainee

Salary: 2.1 Lakhs Per Annum

Probation: You have to serve probation period of 3 months. After that you will become a regular employee of our organization.

Working days: It starts from Monday and extends upto Saturday

Working Hours: 09.00 a.m. to 05.00 p.m.

Reporting Relationship: You have to report to your team lead.

(Sign this offer letter and return it back to the organization at the time of joining)

Thanks & Regards

A handwritten signature in black ink, appearing to be "C. Harendra", written over a horizontal line.

Mr.C.Harendra

HRM-Srihari Infotech



Srihari Infotech
ITO, First Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:avantika@srihariinfotech.com

SH-2019/JUL/131

08^h March, 2019

Dear SUREKA. R,

Following our recent discussion during on-campus interview, we are delighted to offer you the position of **Software Trainee** with our organization. If you join our organization, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask you for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, action, advice and results that you provide as a representative of our organization. In return, we are committed to provide you with every opportunity to learn, grow and stretch to the highest level of ability and potential. We are confident you will find the new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Job Title: Software Trainee

Salary: 2.1 Lakhs Per Annum

Probation: You have to serve probation period of 3 months. After that you will become a regular employee of our organization.

Working days: It starts from Monday and extends upto Saturday

Working Hours: 09.00 a.m. to 05.00 p.m.

Reporting Relationship: You have to report to your team lead.

(Sign this offer letter and return it back to the organization at the time of joining)

Thanks & Regards

A handwritten signature in black ink, appearing to be "C. Harendra", written over a horizontal line.

Mr.C.Harendra

HRM-Srihari Infotech



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqsoftsolutions.com

2019-20/145

Date: 29/07/2019

Desiga K

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Desiga K,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records)

Regards



HR team

InstaQSoft solutions

Accepted.

Parvika . K



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqssoftsolutions.com

2019-20/150

Date: 29/07/2019

Karthika.M

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Karthika.M,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted
Kesthika .M



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqsolutions.com

2019-20/146

Date: 29/07/2019

Mahalakshmi.R

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Mahalakshmi.R,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted.

Mahalaxmi



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqssoftsolutions.com

2019-20/149

Date: 29/07/2019

Ragaranjani. R

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Ragaranjani. R,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to 6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted

R. Raganani



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore. 641041
Email:nandita@instaqsolutions.com

2019-20/148

Date: 29/07/2019

Sargunam T

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Sargunam T,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to 6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted

Sarganem . T



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqssoftsolutions.com

2019-20/151

Date: 29/07/2019

Sobika R

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Sobika R,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted,
Sobika.



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqssoftsolutions.com

2019-20/154

Date: 29/07/2019

Suvithan.V

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Suvithan.V,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted.
Suithan



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqssoftsolutions.com

2019-20/153

Date: 29/07/2019

Swathi. P

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Swathi. P,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted
Sudhanshu



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqsolutions.com

2019-20/152

Date: 29/07/2019

Thamizhselvi.T

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Thamizhselvi.T,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to 6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted




InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqsolutions.com

2019-20/157

Date: 29/07/2019

MEENA T

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear MEENA T,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month**.

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019**.

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqsoftsolutions.com

2019-20/158

Date: 29/07/2019

SIVA T

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear SIVA T,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month**.

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019**.

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqsoftsolutions.com

2019-20/156

Date: 29/07/2019

Devipriyanga T

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear Devipriyanga T,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

You will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Received
Dem.



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqssoftsolutions.com

2019-20/147

Date: 29/07/2019

S.Priyanga

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear S.Priyanga,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to 6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your will work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Received
S. Priyanga



InstaQ Soft Solutions
ITO, Second Floor Gopalapuram, Vadavalli, Coimbatore, 641041
Email:nandita@instaqsoftsolutions.com

2019-20/155

Date: 29/07/2019

G.Thamizhkodi

E.G.S. Pillay Engineering College, Nagapattinam.

Subject: Letter of Appointment

Dear G.Thamizhkodi,

We are pleased to appoint you as a Customer Service Executive (Technical) based on our organization. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs.16, 500/- per month.**

2. Working Hours

Your working hours will be 10.00a.m. to 6.00p.m. As per the current company policy. The company observes a 7 day work week.

3. Date of Appointment

Your date of appointment as per the company records is **05-08-2019.**

4. Salary Increment

Increase in your salary will be reviewed periodically as per the policy of the company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performing during the period of review.

5. Probation Period

You will be on probation for a period of Three month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after Three months, this order will continue to be in operation, and the probation period will extended automatically till further notice.

6. Leave

During probation period will are not entitled for any leave, except emergency issues. Once you are confirmed as a permanent employee you will be governed by the current leave policy of the company for permanent employees.

7. Roles & Responsibilities

Your work in the organization will be subject to the rules and regulations of the organization as laid down by the company in relation to conduct, discipline and other matters. You will always be accept all responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the organization disclose or divulge or make public, except on the legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from service without any notice.

10. Termination of employment

During the probationary period and any extension thereof, your service may be terminated on either side by giving one month's notice or salary. However, on confirmation the same can be terminated from either side by giving two month notice or salary.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you agree with the above mentioned terms and conditions express your appointment confirmation by signing in this appointment order. (Also enclose two photocopies of your identification proofs for company records).

Regards



HR team

InstaQSoft solutions

Accepted
Garphm



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1235

To

Aboorva D

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Aboorva D**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and brining in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1236

To

Bhavadharani E

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Bhavadharani E**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and brining in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1237

To

Jamuna R

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Jamuna R**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and bringing in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1238

To

Parkavi P

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Parkavi P**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and bringing in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1243

To

Pooja R
E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Pooja R**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and bringing in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1239

To

Preethi R

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Preethi R**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and bringing in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1240

To

Subasree E

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Subasree E**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and bringing in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1241

To

Suriya Kumar K

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Suriya Kumar K**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and brining in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1242

To

Vijay A

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Vijay A**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and bringing in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1244

To

Madhavi. S

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **Madhavi. S**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and brining in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1253

To

MEENA R

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **MEENA R**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and brining in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1254

To

PRIYANGA R

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **PRIYANGA R**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and bringing in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

24th June, 2019

Employee ID: WTS/2019/1255

To

SANTHIYA S A

E.G.S. Pillay Engineering College,
Nagapattinam.

Letter of Appointment

Dear **SANTHIYA S A**,

This has reference to your campus drive and subsequent interview you had with us. We are pleased to inform you that you are hereby appointed as **Software Engineer**, in our organization with effect from 04th July, 2019.

Your employment shall be guided by the following terms and conditions:

Your annual remuneration will be as follows:

| | | |
|---------------------|------------|-------------------|
| 1. Pay | Rs. | 1,30,000/- |
| 2. Incentive | Rs. | 60,000/- |
| Salary total | Rs. | 1,90,000/- |

1. You shall be on probation for an initial period of 3 months. Upon successful completion of probation, any conformation in the services of the company shall be in writing and hence, in the absence of any such communication, you would continue to be on probationary service.
2. You are not entitled for any kind of leave during probation.
3. Apart from the specific roles assigned to you, shall also be responsible for any other responsibilities assigned to you from time to time.
4. You are liable to be transferred to any other work / assignment and you shall comply with such order of transfer.
5. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

6. You shall maintain a high standard of loyalty, efficiency, integrity and secrecy of the job and trade of the company as well as the clients where you have been assigned to work.
7. You shall also liaise with your superiors/colleagues and shall be responsible for execution of the decision of the management/clients from time to time.
8. You shall take due and adequate care of the documents and materials entrusted to you by the company. You shall not at any time destroy, cancel, tear, erase, embezzle, spend, take away, copy any of the records of the company or other assets/materials handed over to you by the company.
9. The available leave per year is 10 Days, which can be utilized by your post probation period. If you take more than two days sick leave at a time then you will be required to submit a medical certificate.
10. There is no specific rule that offers leave encashment. Leave encashment will be given on a decision taken by the management and as an incentive; it does not become a rule and it can be rescinded by the management at any time.
11. Employees are barred from using and brining in their personal mobile phones to work place. The same if carried has to be surrendered with the security & can be collected back at end of day. For such employees who have not been issued official cell phones, emergency/contingency calls can be placed from office land lines & similar emergency or contingency incoming calls can be received on office land lines
12. Every 2 days late coming will be considered as half day loss of pay for the month. The recommendation for deduction or waiver will come from the immediate manager & will be implemented in consultation with the head of the division.
13. You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment.
14. You are required to be dressed in Business Formals on weekdays (Monday to Friday) and Business Informal is permitted only on Saturdays.
Gentlemen: To be dressed in full/half sleeved (In-shirt), Full Trousers and Leather Shoes
Ladies: Sarees/Salwar Kameez/Business Suit.
15. If you decides to leave the organization by resigning your position. you should give the the resignation in written letter only.
16. You should serve the notice period which is one month after the resignation (accepted date by the management). Enforcing the option of the notice period is entirely up to the management.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 05/04/2019

Offer No.: Raxion - 1277

JOB OFFER LETTER

Dear ABILA B,

We are pleased to extend you an offer for the position of “**HR Manager**”. Your performance has impressed us and we believe that you will be an excellent addition to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-Fi modem for your convenience. After successful completion of internship period, you will be appointed as a regular employee with compensation of **Rs. 1,90,000/- per Annum**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 05/04/2019

Offer No.: Raxion - 1278

JOB OFFER LETTER

Dear MOHAMED RISWAN.M,

We are pleased to extend you an offer for the position of “**HR Manager**”. Your performance has impressed us and we believe that you will be an excellent additional to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-Fi modem for your convenience. After successful completion of internship period, you will be appointed as an regular employee with compensation of **Rs. 1,90,000/- per Annum**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 05/04/2019

Offer No.: Raxion - 1279

JOB OFFER LETTER

Dear PREETHI J,

We are pleased to extend you an offer for the position of “**HR Manager**”. Your performance has impressed us and we believe that you will be an excellent addition to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-Fi modem for your convenience. After successful completion of internship period, you will be appointed as a regular employee with compensation of **Rs. 1,90,000/- per Annum.**

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.


INNOVATION



Raxion Innovations
Building No.105, Bharathi Salai, Kilpauk, Chennai-600039
- email:ra.hr@raxioninnovation.com

Dated: 05/04/2019

Offer No.: Raxion - 1280

JOB OFFER LETTER

Dear SANGAVI.K,

We are pleased to extend you an offer for the position of "HR Manager". Your performance has impressed us and we believe that you will be an excellent additional to our team. As already discussed, you have to work as an intern for the time period of 1 year. During your internship you can work from your home. And you will receive **Rs. 12,000/-** as salary throughout your internship. Also you will be provided with a Laptop and Wi-Fi modem for your convenience. After successful completion of internship period, you will be appointed as an regular employee with compensation of **Rs. 1,90,000/- per Annum**.

Please have a look at the terms & condition enclosed in this offer letter and ensure that you are agreeing with them by signing.

Looking forward to work with you.

With regards,

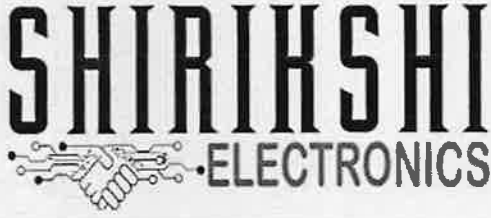
(A. Ravichandran)
Raxion Innovation,
Chennai.

Terms & Conditions:

1. You should make your joining process at the time which will be instructed by the company later.
2. After joining, the candidate should submit all the necessary documents whichever the company demands.
3. The candidate should be ready to sign a service agreement of 12 months.
4. Notice period of 3 months is mandatory if you want to relieve from this job.
5. You should use the company belongings with at most care.
6. And you should obey the rules and regulations of the company.



RA
INNOVATION



SHIRIKSHI ELECTRONICS PVT. LTD
S. Kailash (ceo) - D. Vignesh Raj(ceo)
49, IHFD Nagar, Keelkattalai, Chennai- 600117
Contact: 8870741997 | Email: vigneshraj@shirikshielectronics.com

OFFER OF EMPLOYMENT

MADHUMATHY B

E.G.S. Pillay Engineering College, Nagapattinam

Dear MADHUMATHY B,

With reference to the on-campus interview, we are pleased to offer you the post of **HR Recruiter** in our company.

The detailed appointment order will be given to you at the time of joining. You have to join before **7/5/2019** otherwise this offer will stand withdrawn automatically. You will be paid salary of **Rs. 1.9 Lakhs Per Annum**.

You are requested to bring the following documents at the time of joining

- Education certificates
- Three passport size photo
- Photocopy of any one identity proof (Aadhar card, Driving License, Passport)
- Photocopy of PAN card

Please send us an email confirming the receipt of this offer letter as a token of acceptance of this offer.

I would like to take this opportunity to wish you a successful career with us.

Offer ID - SE-EGS/2019-7582

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Vignesh Raj'.

Mr. D.Vignesh Raj,
Sr Executive Talent Management HR
[24/11/2020]



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2143

Dear N.MEGANATHAN,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **03/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2144

Dear GUNAVATHI R,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **03/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2145

Dear JANCE JOHN. J,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **03/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2146

Dear KEERTHANA. K,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **03/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2147

Dear SOWMIYA P,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **03/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2148

Dear SRUTHI.S,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **03/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft

M Block, 18th Avenue, Ashok Nagar, Chennai - 600083.

Email: rangarajan@widhaitechno.co.in



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2049

Dear R.SWATHI,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **30/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2050

Dear MAHESHWARAN K,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **30/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2051

Dear RADHIKA. J,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **30/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft



WIDHAI TECHNO SOFT

Job Offer Letter for Software Engineer Position

05/04/2019

WTS/2019/2052

Dear ELAVARASI.M,

Good Day!

On behalf of **Widhai Techno Soft**, we are pleased to inform you that we are offering you the position of Software Engineer. The company's working days will be from Monday to Friday with the working hours of 9 A.M. to 6 P.M. The starting date of your employment will be on **30/06/2019**. As already discussed and agreed, during our meeting your compensation will be **1.9 Lakhs** per annum and you have to go through your probation period of 3 months from the date of joining. In addition to this, please read the following terms and conditions

1. You should not have any backlogs at the time of joining.
2. There should not be any deviation in the joining date.
3. You should submit all your original academic certificates during your joining time.
4. You are not eligible to take leave during your probation time, except emergency reason.
5. The company can call off your employment at any time if the above mentioned rules are found to be violated.

If you have any questions or queries, please do not hesitate to contact us through rangarajan@widhaitechno.co.in.

For Widhai Techno Soft



Ref. ID: HR /Aug-2019/Appt Letter N23

Dear KARTHIGA L,

Mobius Knowledge Services Pvt Ltd. is offering you a role as a “Trainee-Software Engineer”.

If you choose to accept our offer, please review the terms and conditions of your new employment contract below:

- Position: You will be working as a Web developer and reporting to the IT manager.
- Working hours: Shift 1: 7am - 3pm & Shift 2: 9am - 5pm
- Compensation: Your salary will be Rs.1.80 LPA.
- Benefits: As a full-time employee, you will be eligible for free food during the shift hours.

To accept our offer, please sign and date this full-time offer letter as indicated below and email it back to us within a week

Feel free to contact the HR department. If you have any questions, you can reach out to your supervisor directly.

Sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar".

Dineshkumar G
Director-HumanResource

Date : 08.03.2019
Place : Chennai



Ref. ID: HR /Aug-2019/Appt Letter N24

Dear THIYAGARAJAN. S,

Mobius Knowledge Services Pvt Ltd. is offering you a role as a "Trainee-Software Engineer".

If you choose to accept our offer, please review the terms and conditions of your new employment contract below:

- Position: You will be working as a Web developer and reporting to the IT manager.
- Working hours: Shift 1: 7am - 3pm & Shift 2: 9am - 5pm
- Compensation: Your salary will be Rs.1.80 LPA.
- Benefits: As a full-time employee, you will be eligible for free food during the shift hours.

To accept our offer, please sign and date this full-time offer letter as indicated below and email it back to us within a week

Feel free to contact the HR department. If you have any questions, you can reach out to your supervisor directly.

Sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar".

Dineshkumar G
Director-HumanResource

Date : 08.03.2019
Place : Chennai



Ref. ID: HR /Aug-2019/Appt Letter N25

Dear ARAVINDAN R,

Mobius Knowledge Services Pvt Ltd. is offering you a role as a “Trainee-Software Engineer”.

If you choose to accept our offer, please review the terms and conditions of your new employment contract below:

- Position: You will be working as a Web developer and reporting to the IT manager.
- Working hours: Shift 1: 7am - 3pm & Shift 2: 9am - 5pm
- Compensation: Your salary will be Rs.1.80 LPA.
- Benefits: As a full-time employee, you will be eligible for free food during the shift hours.

To accept our offer, please sign and date this full-time offer letter as indicated below and email it back to us within a week

Feel free to contact the HR department. If you have any questions, you can reach out to your supervisor directly.

Sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar".

Dineshkumar G
Director-HumanResource

Date : 08.03.2019
Place : Chennai

Mobius Knowledge Services Pvt. Ltd

Regd. Office : “Gateway Office Parks” Block - A1, 1st Floor, # 16, GST Road, Perungalathur, Chennai 600 063
Tel : +91 44 6600 5800 CIN.U72200TN2002PTC049583 Website: www.mobiuservices.com



Ref. ID: HR /Aug-2019/Appt Letter N26

Dear MARIO CARO JANUVARIS H,

Mobius Knowledge Services Pvt Ltd. is offering you a role as a "Trainee-Software Engineer".

If you choose to accept our offer, please review the terms and conditions of your new employment contract below:

- Position: You will be working as a Web developer and reporting to the IT manager.
- Working hours: Shift 1: 7am - 3pm & Shift 2: 9am - 5pm
- Compensation: Your salary will be Rs.1.80 LPA.
- Benefits: As a full-time employee, you will be eligible for free food during the shift hours.

To accept our offer, please sign and date this full-time offer letter as indicated below and email it back to us within a week

Feel free to contact the HR department. If you have any questions, you can reach out to your supervisor directly.

Sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar".

Dineshkumar G
Director-HumanResource

Date : 08.03.2019
Place : Chennai

Mobius Knowledge Services Pvt. Ltd

Regd. Office : "Gateway Office Parks" Block - A1, 1st Floor, # 16, GST Road, Perungalathur, Chennai 600 063
Tel : +91 44 6600 5800 CIN.U72200TN2002PTC049583 Website: www.mobiuservices.com



Ref. ID: HR /Aug-2019/Appt Letter N27

Dear ARCHANA. D,

Mobius Knowledge Services Pvt Ltd. is offering you a role as a “Trainee-Software Engineer”.

If you choose to accept our offer, please review the terms and conditions of your new employment contract below:

- Position: You will be working as a Web developer and reporting to the IT manager.
- Working hours: Shift 1: 7am - 3pm & Shift 2: 9am - 5pm
- Compensation: Your salary will be Rs.1.80 LPA.
- Benefits: As a full-time employee, you will be eligible for free food during the shift hours.

To accept our offer, please sign and date this full-time offer letter as indicated below and email it back to us within a week

Feel free to contact the HR department. If you have any questions, you can reach out to your supervisor directly.

Sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar".

Dineshkumar G
Director-HumanResource

Date : 08.03.2019
Place : Chennai

Mobius Knowledge Services Pvt. Ltd

Regd. Office : “Gateway Office Parks” Block - A1, 1st Floor, # 16, GST Road, Perungalathur, Chennai 600 063
Tel : +91 44 6600 5800 CIN.U72200TN2002PTC049583 Website: www.mobiuservices.com

Date: 29th June 2019

Dear RAJASRI R,

Tutor ID: Focus/TT/CDM/201903142

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: RAJASRI R

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264

Date: 29th June 2019

Dear SIVASANKARAN S,

Tutor ID: Focus/TT/CDM/201903140

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online 'Training and Certification' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this 'Training and Certification' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above 'Training and Certification' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J, Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: SIVASANKARAN S

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Date: 29th June 2019

Dear VIGNESHRAJ S,

Tutor ID: Focus/TT/CDM/201903144

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : UB5110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021,
CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: VIGNESHRAJ S

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear MOHAMED ABIDEEN N,

Tutor ID: Focus/TT/CDM/201903155

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: MOHAMED ABIDEEN N

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Ajay,

Tutor ID: Focus/TT/CDM/201903163

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Ajay

Signature: *Ajay*

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Elakkia G,

Tutor ID: Focus/TT/CDM/201903154

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Elakkia G

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Hadjinisa. M,

Tutor ID: Focus/TT/CDM/201903136

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Hadjinisa. M

Signature: *Hadjinisa*

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Karthika S,

Tutor ID: Focus/TT/CDM/201903137

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Karthika S

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamai House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Nivetha N,

Tutor ID: Focus/TT/CDM/201903133

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Nivetha N

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Sakthivel C,

Tutor ID: Focus/TT/CDM/201903126

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bejaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Sakthivel C

Sakthivel.c
Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Sivathanusu P,

Tutor ID: Focus/TT/CDM/201903129

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Sivathanusu P

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U65110MH2004PTC263264



Date: 29th June 2019

Dear Subasri T,

Tutor ID: Focus/TT/CDM/201903130

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J, Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Subasri T

Signature: *T. Subasri*

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear ARAVINTH R,

Tutor ID: Focus/TT/CDM/201903175

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarna House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: ARAVINTH R

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear DHEVASENA R M,

Tutor ID: Focus/TT/CDM/201903176

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: DHEVASENA R M

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear KOWSALYA S,

Tutor ID: Focus/TT/CDM/201903177

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: KOWSALYA S

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Abarna S,

Tutor ID: Focus/TT/CDM/201903128

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Abarna S

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Devanandham V,

Tutor ID: Focus/TT/CDM/201903132

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarmal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1805, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Devanandham V

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Keerthana S,

Tutor ID: Focus/TT/CDM/201903138

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J, Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Keerthana S

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



Date: 29th June 2019

Dear Mariyappan K,

Tutor ID: Focus/TT/CDM/201903143

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Mariyappan K

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Mohamed Afridi M,

Tutor ID: Focus/TT/CDM/201903147

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Mohamed Afridi M

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Pasumai G,

Tutor ID: Focus/TT/CDM/201903156

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamai House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Pasumai G

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



Date: 29th June 2019

Dear Priyanga R,

Tutor ID: Focus/TT/CDM/201903171

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Priyanga R

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1805, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Date: 29th June 2019

Dear Vanthiya Devan M,

Tutor ID: Focus/TT/CDM/201903124

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online 'Training and Certification' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this 'Training and Certification' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above 'Training and Certification' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Vanthiya Devan M

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamai House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Jansirani V,

Tutor ID: Focus/TT/CDM/201903149

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamai House, J. Bajsaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Jansirani V

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Karthikraja K,

Tutor ID: Focus/TT/CDM/201903150

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Eajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 016.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Karthikraja K

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004FTC263264



Date: 29th June 2019

Dear Madhan Babu J,

Tutor ID: Focus/TT/CDM/201903135

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnai House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: # 401, 405, 4th Floor, Dalamai House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U65110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Madhan Babu J

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bejaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Mohammed Nazim .M,

Tutor ID: Focus/TT/CDM/201903151

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after **boarding**.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J, Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J, Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Mohammed Nazim .M

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, #05, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Premchandhar C,

Tutor ID: Focus/TT/CDM/201903139

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Premchandhar C

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Date: 29th June 2019

Dear Sakthibalan P,

Tutor ID: Focus/TT/CDM/201903173

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 406 021.

CIN : UB5110MH2604PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Sakthibalan P

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Sivakumar S,

Tutor ID: Focus/TT/CDM/201903152

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days Online Training and Certification program after boarding.
- II. Please note that your confirmation of this Employment with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online 'Training and Certification' and also subject to your being awarded your degree this year in your respective course.
- III. 100% attendance is compulsory during the 'Training and Certification' Program.
- IV. You will be eligible for stipend during this 'Training and Certification' Program Training salary is Rs.6000/- which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above 'Training and Certification' program & Employment: Trainee should have Laptop or Desktop with UPS + Broadband Internet.
- VI. Internet reimbursement will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Stinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Sivakumar S

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalama House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Venkadesh R,

Tutor ID: Focus/TT/CDM/201903145

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Venkadesh R

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Vijayan M P,

Tutor ID: Focus/TT/CDM/201903157

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamai House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Narman Point, Mumbai - 400 021.

CIN : U05110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Vijayan M P

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2604PTC263264



Date: 29th June 2019

Dear Vimanivel V,

Tutor ID: Focus/TT/CDM/201903164

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bsjaj Road, Narimani Point. Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Vimanivel V

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear S.Durgadevi,

Tutor ID: Focus/TT/CDM/201903134

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: S.Durgadevi

Signature:

Place: Coimbatore

Date: 29th June 2019

Received
Durga Devi

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Jayachandran C,

Tutor ID: Focus/TT/CDM/201903148

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Jayachandran C

Signature:

Place: Coimbatore

Date: 29th June 2019

RECEIVED
Jayachandran C

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear P.Jayasurya,

Tutor ID: Focus/TT/CDM/201903153

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: P.Jayasurya

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear Kabilan S,

Tutor ID: Focus/TT/CDM/201903162

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: Kabilan S

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear G.PARVATHAVARTHINI,

Tutor ID: Focus/TT/CDM/201903125

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: G.PARVATHAVARTHINI

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear R.Rajaraman,

Tutor ID: Focus/TT/CDM/201903141

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: R. Rajaraman

Signature: R. RajaRaman

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear S.Sruthi,

Tutor ID: Focus/TT/CDM/201903165

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: S.Sruthi

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Date: 29th June 2019

Dear E.Ramya,

Tutor ID: Focus/TT/CDM/201903131

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: E. Ramya

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear AKASHJANSLE A,

Tutor ID: Focus/TT/CDM/201903146

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: AKASHJANSLE A

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear DAKSHINAMOORTHY M,

Tutor ID: Focus/TT/CDM/201903172

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: DAKSHINAMOORTHY M

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

Date: 29th June 2019

Dear IYAPPAN D,

Tutor ID: Focus/TT/CDM/201903160

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program after boarding.**
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: IYAPPAN D

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dafamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear MOHAMEDRIFAZ R,

Tutor ID: Focus/TT/CDM/201903167

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification** program after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: MOHAMEDRIFAZ R

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 29th June 2019

Dear RAJARAJAN,

Tutor ID: Focus/TT/CDM/201903166

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to Work-from-office when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: RAJARAJAN

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



Date: 29th June 2019

Dear SURYA,

Tutor ID: Focus/TT/CDM/201903159

Sub: Offer of Employment for the post of Trainee Tutor

We are pleased to appoint you for the position of a "Trainee Tutor" on the following Terms and conditions.

- I. You have to undertake a 30-days **Online Training and Certification program** after boarding.
- II. Please note that your confirmation of this **Employment** with us would be subject to your successfully completing your certification at the end of your 30-45 days of Online '**Training and Certification**' and also subject to your being awarded your degree this year in your respective course.
- III. **100% attendance is compulsory during the 'Training and Certification' Program.**
- IV. You will be eligible for stipend during this '**Training and Certification**' Program **Training salary is Rs.6000/-** which will be paid after the successful completion of your training and certification program.
- V. Prerequisite for the above '**Training and Certification**' program & Employment: **Trainee should have Laptop or Desktop with UPS + Broadband Internet.**
- VI. **Internet reimbursement** will be provided to you by the Company after your successful completion of Certification with us.
- VII. Your regular employment option would continue for a few months, but you may be asked to **Work-from-office** when needed. You can take work from home employment if you are interested and the approval is based on your performance.
- VIII. Cab pick-up & drop from office to common bus / railway-stations and Cafeteria facilities would be provided by the Company once you start working from our Coimbatore office.

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Employment Terms & Conditions

- a) Your total annual compensation package will be **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** per annum on Cost to the Company. You will be receiving the salary breakup from the finance team.
- b) Your **take-home salary may vary** at the time of joining as well as during the course of your employment with us, depending on the revisions in the **PF/ESI statutory regulations** set by the State/Central Government from time to time.
- c) Your services are liable for transfer/deputation to anyplace in India/Abroad. In case of your transfer/deputation, a separate letter of deputation will be issued.
- d) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.
- e) During the period of your tenure with the company, you will not be engaged in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.
- f) You would be required to work with our Company for a **minimum period of 1 year**. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.
- g) You would also be required to submit your original marks card, which will be in our safe-custody during the agreed-upon lock-in period of 1-year and returned to you after the term expires. A receipt of acknowledgment to this effect will be given to you once you submit your above documents, which you would be required to produce at the time of redeeming your original documents.

The "Rules of Employment" and "Code of Conduct" of the company will govern you, currently in force and as amended from time to time. You will sign a "Confidentiality Agreement" and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



leaves as per company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with/without assigning any reasons thereof.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward in welcoming you to our family for a long, mutually beneficial, and enriching experience.

Thanking you,

yours sincerely,

For Focus Edumatics Pvt. Ltd,

Authorized Signatory

Kindly do read the terms and conditions as per the 'Appointment Letter' issued to you and accept the same which will be with effect from date of acceptance.

Name: SURYA

Signature:

Place: Coimbatore

Date: 29th June 2019

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



25-May-2019

Balakumaran R
76, North Street,
Paruthiyur(PO),
Nanilam(tk),
Thiruvavarur(DT).

Subject: Appointment Letter

Dear Balakumaran R,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.





9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.



12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

**ENGINEERING.CO26-May-
2020**

**Schedule I --- Compensation
Details Salary Structure**



| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.





25-May-2019

Kalaivanan C
84, South street,
Marakkadai,
Lakshmgudi,
Thiruvapur(DT)

Subject: Appointment Letter

Dear Kalaivanan C,

We are pleased to offer you an employment, for the position of NOC EXECUTIVE with POLESTAR ENGINEERING CO on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.





9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.



12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-
2020

Schedule I --- Compensation
Details Salary Structure

| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.



25-May-2019

Kesavan M
2/136, Perumal Kovil Street,
Achuthamangalam(Post),
Nannilam (TK),
Thiruvavur(DT).

Subject: Appointment Letter

Dear Kesavan M,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.



9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-
2020

Schedule I --- Compensation
Details Salary Structure

| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.



25-May-2019

Mohamed Ibunudeen A
297.Main Road,
Puragramam,
Kattumavadi
Nagapattinam

Subject: Appointment Letter

Dear Mohamed Ibunudeen A,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.





9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.





12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

**ENGINEERING.CO26-May-
2020**

**Schedule I --- Compensation
Details Salary Structure**





| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.



25-May-2019

Rajeev J
276/Adithraidar Street,
Pakkam Paruthiyur,
Paruthiyur(PO),Nannilam(TK)
Thiruvavarur(DT).

Subject: Appointment Letter

Dear Rajeev J,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING.CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.



12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-

2020

**Schedule I --- Compensation
Details Salary Structure**





| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.



25-May-2019

MOHAMED AFRIDI M
20/144, Nagai Main Road
Nagore
Nagai(DT)

Subject: Appointment Letter

Dear MOHAMED AFRIDI M,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING.CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.



9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.





12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

**ENGINEERING.CO26-May-
2020**

**Schedule I --- Compensation
Details Salary Structure**



| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.



25-May-2019

Arunachalam M
400. Gandhi Nagar,
Thiruvengadu,
Sirkali(TK),
Nagai(DT).

Subject: Appointment Letter

Dear Arunachalam M,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING.CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.





9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving you not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.





12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-
2020

Schedule I --- Compensation
Details Salary Structure





BREAKUP OF MONTHLY SALARY

| | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packagesubject to, and after, deduction of tax at source in accordance with applicable law.





25-May-2019

Rajesh Kumar R
A.54 Kamachi Amman
Kovil backside,
Collector office (PO),
Nagapattinam

Subject: Appointment Letter

Dear Rajesh Kumar R,

We are pleased to offer you an employment, for the position of NOC EXECUTIVE with POLESTAR ENGINEERING CO on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.





9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.





12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-
2020

Schedule I --- Compensation
Details Salary Structure



| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.





25-May-2019

Sugan D
211.Main Road,
Agarakadambanur,
Kilvelur(PO),
Nagapattinam.

Subject: Appointment Letter

Dear Sugan D,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING.CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.



9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-
2020

Schedule I --- Compensation
Details Salary Structure



| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.





25-May-2019

Agathiyan S
1/189.Thirukuvali main road,
Meenambanallur,
Madapuram(PO),
Thirukuvali(TK).

Subject: Appointment Letter

Dear Agathiyan S,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING.CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.



9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.



12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-
2020

Schedule I --- Compensation
Details Salary Structure





| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.





25-May-2019

Mani Kandan.S
24/A.Nehaji Nagar,
Surakudy,
Thirunallar.

Subject: Appointment Letter

Dear Mani Kandan.S,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING.CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.





9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving not less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.





12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

**ENGINEERING.CO26-May-
2020**

**Schedule I --- Compensation
Details Salary Structure**





| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.





25-May-2019

BHUVANESWARI N
85, South Street,
Kattumavadi
Nagapattinam

Subject: Appointment Letter

Dear BHUVANESWARI N,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING.CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.





9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving no less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.





12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

**ENGINEERING.CO26-May-
2020**

**Schedule I --- Compensation
Details Salary Structure**





| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.





25-May-2019

JANBAGALAKSHMI R
320. Gandhi Nagar,
Thiruvengadu,
Sirkali(TK),
Nagai(DT).

Subject: Appointment Letter

Dear JANBAGALAKSHMI R,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.



9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving no less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.



12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-

2020

**Schedule I --- Compensation
Details Salary Structure**



| BREAKUP OF MONTHLY SALARY | |
|-----------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.



25-May-2019

SARAWATHI M
156/36, Perumal Kovil Street,
Achuthamangalam(Post),
Nannilam (TK),
Thiruvarur(DT).

Subject: Appointment Letter

Dear SARAWATHI M,

We are pleased to offer you an employment,
for the position of NOC EXECUTIVE with POLESTAR ENGINEERING.CO on the
following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01-Jun-2019.

2. Job Title

Your job title will be NOC EXECUTIVE, and you will report to PRADEEP POOJARY.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at BANGALORE. You may however be required to work at any place
of business which the Company has, or may later acquire.

5. Leave/Holidays

You shall be entitled for casual leave/sick leave and other holidays as notified by the company.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and
such additional duties as the company may call upon you to perform, from time to time.

7. Contract Period

Your contract employment period is 11 months from date of joining.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to
you for official use during the course of your employment and shall return all such property to
the Company prior to relinquishment of your charge, failing which the cost of the same will
be recovered from you by the Company.



9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Recovery of penalties levied by clients

In the event of any penalties claimed by the client for damages caused due to your negligence in performance of duties or misconduct, the company shall initiate disciplinary action including recovery of such penalties from your salary or full and final settlement as the case may be.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving no less than 15 days' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.



12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Circle HR

POLESTAR

ENGINEERING.CO26-May-

2020

**Schedule I --- Compensation
Details Salary Structure**





| BREAKUP OF MONTHLY SALARY | |
|----------------------------------|-----------------|
| Basic + DA | 14066.00 |
| Other Allowances | 2950.00 |
| | |
| | |
| Total Gross | 17016.00 |
| Standard Deductions | |
| PF | 1688.00 |
| ESI | 128.00 |
| P.TAX | 200.00 |
| TOTAL DEDUCTION | 2016.00 |
| NET SALARY | 15000.00 |
| Other Reimbursements | 0.00 |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.



PUMO/2019/AO/8456

Date: 12.07.2019

Letter of Appointment

To,

AKASH RAJ B
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: AKASH RAJ B

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of AKASH RAJ B | |
|---|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8463

Date: 12.07.2019

Letter of Appointment

To,

ASWIN KUMAR S
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: ASWIN KUMAR S

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of ASWIN KUMAR S | |
|---|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8487

Date: 12.07.2019

Letter of Appointment

To,

DINESH C
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: DINESH C

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in '**PUMO TECH**' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of DINESH C | |
|--------------------------------------|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8424

Date: 12.07.2019

Letter of Appointment

To,

GUHAN G
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: GUHAN G

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of GUHAN G | |
|-------------------------------------|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8455

Date: 12.07.2019

Letter of Appointment

To,

KARTHIBAN S
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: KARTHIBAN S

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of KARTHIBAN S | |
|--|-----------------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8459

Date: 12.07.2019

Letter of Appointment

To,

MATHANRAJ S
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: MATHANRAJ S

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of MATHANRAJ S | |
|---|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

Letter of Appointment

To,

MOHAMEDSHAIKDAWOOD M
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: MOHAMEDSHAIKDAWOOD M

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of MOHAMEDSHAIKDAWOOD M | |
|---|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8472

Date: 12.07.2019

Letter of Appointment

To,

MUKESH KANNA
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: MUKESH KANNA

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of MUKESH KANNA | |
|--|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8484

Date: 12.07.2019

Letter of Appointment

To,

NAVEENSUNDAR
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: NAVEENSUNDAR

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of NAVEENSUNDAR | |
|--|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/A0/8475

Date: 12.07.2019

Letter of Appointment

To,

PRAVEEN
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: PRAVEEN

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in '**PUMO TECH**' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of PRAVEEN | |
|-------------------------------------|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8481

Date: 12.07.2019

Letter of Appointment

To,

RAJESH

Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: RAJESH

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of RAJESH | |
|------------------------------------|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8454

Date: 12.07.2019

Letter of Appointment

To,

SATHISHKUMAR
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: SATHISHKUMAR

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of SATHISHKUMAR | |
|--|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8474

Date: 12.07.2019

Letter of Appointment

To,

VIGNESHWARAN
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: VIGNESHWARAN

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of VIGNESHWARAN | |
|--|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

Letter of Appointment

To,

ANANDHARAJ S
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: ANANDHARAJ S

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of ANANDHARAJ S | |
|---|-----------------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/A0/8469

Date: 12.07.2019

Letter of Appointment

To,

SIVABALAN
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: SIVABALAN

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of SIVABALAN | |
|---------------------------------------|----------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8470

Date: 12.07.2019

Letter of Appointment

To,

ELANCHEZHIAN J
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: ELANCHEZHIAN J

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in '**PUMO TECH**' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of ELANCHEZHIAN J | |
|---|-----------------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8471

Date: 12.07.2019

Letter of Appointment

To,

KABILRAJ K
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: KABILRAJ K

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in 'PUMO TECH' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of KABILRAJ K | |
|---|-----------------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

PUMO/2019/AO/8472

Date: 12.07.2019

Letter of Appointment

To,

MANIMARAN P
Department of Mechanical Engineering,
EGSP Engineering College, Nagapattinam.

Subject: Appointment as Jr. Testing Engineer in PUMO TECH

Kind Attention: MANIMARAN P

We are pleased to inform you that you have been appointed as **Jr. Testing Engineer** of our Company.

With reference to your application and the subsequent selection process you had with us, we hereby appoint you as the Jr. Testing Engineer in '**PUMO TECH**' on the following terms and conditions:

1. You will be entitled to such amount of remuneration as may be determined by the company norms.
2. You shall be allowed casual leave/sick leave/festival holidays, weekly off days and earned leave as per rules of the Company.
3. There will be a probation period of six months. During the probation period, if your performance is not found satisfactory, the Company shall have the option to terminate your services without serving any notice or extend the probation period if required.
4. The Company may terminate your services even after the expiry of probation period without serving any notice, if Director of the Company believes that you are not performance is not statutory and assigned duties not discharged properly.
5. As a Junior Testing Engineer, you shall be responsible for:
 - Complying with all the provisions of the Companies Act, 2013 and the various Rules framed there under;
 - Maintaining all the statutory and non-statutory essential registers, books, files, records, papers etc.;
 - Preparing and filing with the Registrar of Companies and other concerned authorities the required forms, reports, returns, documents, papers etc. complete in all respects and within the prescribed periods; and
 - Carrying out the instructions, directions and advice of the Director of the Company given to you, from time to time.
6. You shall work with due diligence and using your abilities to the best. You shall obey the orders of the superior officers of the Company. You shall promote the interest of the Company and shall faithfully serve the Company.
7. We look forward to your association with us for our collective future growth. You are requested to accept the said terms and conditions.

| SALARY PACKAGE PER MONTH of MANIMARAN P | |
|--|-----------------------|
| Particulars | Amount (in Rs) |
| Basic salary | 7500 |
| HRA | 3750 |
| Conveyance Allowances | 1600 |
| Medical Allowances | 1250 |
| Special Allowances | 900 |
| Gross salary | 15000 |

Thanks in advance

Regards,

For Pumo Technovation (IND) Pvt Ltd



A handwritten signature in black ink, appearing to read "Manoj KRN".

Manoj KRN
Corporate Projects Manager

OFFER LETTER

18th November 2019

Ms.Devarapu Vasavi
Door No.7-39/1, Ramarajulanka
E.G District, Andhra Pradesh
Pincode – 533 253

Dear Ms.Vasavi,

This is in reference to your application and the subsequent interview you had with us recently.

We are pleased to inform you that we are offering you a position in our organization on the following terms and conditions:

| | |
|------------------------|--|
| A) Position | :Technical Writer Trainee |
| B) Grade | :P1 |
| C) Band | :A |
| D) Salary | :Rs.1,80,000/- P.A (CTC with EPF & ESI) |
| E) Location | :Chennai |
| F) Joining Date | :2nd December 2019 |

(This Employment offer stands NULL and VOID if you do not join on the given Joining Date)

1. Agreements:

You will be required to sign a 24 month service agreement with the Company or any other client as required and complete various formalities as per the agreements during your employment with us.

2. Probation:

You will be on probation for a period of 12 Months from the joining date.

3. Transferability:

Your services are subject to transfer to any of our proposed office(s) / works in India. If required, you may have to travel to other parts of India or abroad as part of your job responsibilities.

Your official working hours and place(s) of work will be as specified for the regular employees.

4. Separation:

Your Separation will be governed by our "Separation Policy" however, you shall give the organization in writing your intention to resign, a minimum notice period 1 months or as applicable to your grade at the time of resigning. Your notice period will be calculated only from the date of acceptance of your resignation.

You are in any event not entitled to resign on payment of salary in lieu of notice without the consent of the organization in writing.

The organization shall be entitled to terminate your employment at any time before or after the period of probation either on giving 1 month notice or without any notice on payment of 1 month salary in lieu of notice.

The final decision regarding your separation is at the discretion of the management depending on business requirements.

5. Other Terms and Conditions:

- a) You shall not divulge either during the employment with us or afterwards, orally or otherwise, any particulars or details of our business, manufacturing process, technical know-how, prices, company's confidential material, security arrangements, administrative and / or organizational matters whether confidential, secret or otherwise, which you acquire during the course of your employment.
- b) You will maintain and keep in your safe custody, such books, manuals, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required or at the time of separation.
- c) During your tenure with us, you shall not take up any assignment, part or full time, as Director/ Consultant/ Partner or in any other capacity of any organization or entity , without the written consent of Data Patterns (India) Pvt. Ltd. The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the management.
- d) You shall abide by all the rules and regulations of the company as are in force from time to time till your formal separation from the company.

As a token of your acceptance of the above offer, we request you to sign the duplicate copy of this letter and hand it over to us.

We welcome you to our organization and wish you the best for a long and rewarding career with us.

Yours sincerely,



(Rekha Rangarajan)
Director

I accept the above terms and conditions of service.

| COST TO THE COMPANY (CTC) FOR Ms.Devarapu Vasavi | |
|---|----------------|
| Department :Quality Assurance & Control (QAC) | |
| Designation :Technical Writer Trainee | |
| Grade :P1 | |
| Band : A | |
| CTC (PA) | 180,000 |
| CTC - Monthly | 15,000 |
| MONTHLY COMPONENT (in Rs.) | |
| Basic Pay | 5,954 |
| HRA | 2,382 |
| Other allowances | 5,072 |
| Total: Monthly (A) | 13,407 |
| Total: Monthly : Annualised (B) | 160,888 |
| Employee Contribution (C) | |
| Less: Contribution towards PF | 714 |
| Less: Contribution towards ESI | 235 |
| TOTAL : MONTHLY TAKE HOME PAY (A-C) | 12,458 |
| ANNUAL COMPONENTS (in Rs.) | |
| Bonus (D) | 5,954 |
| Employer's Contribution (E) | |
| to Provident Fund | 9,724 |
| to Gratuity Fund | 3,435 |
| TOTAL : ANNUAL (E) | 13,159 |
| COST TO THE COMPANY (B+D+E) | 180,000 |
| Other Benefits (in Rs.) | |
| Group Personal Accident Cover* | 300,000 |
| Group Health Insurance* | 150,000 |
| Food Subsidy** | |
| Transport Subsidy ** | |

NOTE :

* Refer Insurance Policy

** If availed

All salary components are governed by the company policies and statutory guidelines.

This salary sheet is strictly confidential and the details shall not be disclosed.

All personal tax liability arising out of compensation will be borne solely by the employee

Rekhafangar

List of documents / have to be send before Joining & List of documents / have to be submitted at the time of joining

This will facilitate joining, background verification / validation and appointment process at

DATA PATTERNS (INDIA) PVT. LTD. / INDUS TEQSITE PVT. LTD.

| | |
|---|--|
| List of Documents have to scan & send before joining & have to submit at the time of joining | Blood Group certificate (Softcopy) |
| | PAN Card (Mandatory) (Softcopy) |
| | Relieving letters, Experience certificates & Payslips (Softcopy) |
| | Educational Certificates & Mark sheets: 10th std , 12th std & UG certificates Diploma, Graduation, Post-graduation Other relevant educational or skill certifications (Softcopy) |
| | Your Photo ID proof (Voter's ID Card / License / Passport) (Softcopy) |
| | Permanent Residential address proof of yourself (Ration Card / Voter's ID Card / License / Passport) (Softcopy) |
| | Permanent Residential address proof of guarantor (Guarantor – Father/Mother (Earning member)) (Ration Card / Voter's ID Card / License / Passport) (Softcopy) |
| Your recent colour photograph (Only with Red Background) | 1 Passport size and 1 Stamp size (Softcopy) & have to submit the hard copy at the time of joining |
| Medical Certificate | Physical and Mental fitness from a registered medical practitioner (Allopathy) (Softcopy) & have to submit the hard copy at the time of joining |
| NOC | From Local police Station (Softcopy) & have to submit the hard copy at the time of joining |
| Please take enough photocopies of all your certificates/mark sheets, before submitting them to HR, as any request for original/photocopies will not be entertained till the agreement period is over. | |

I understand that the listed mandatory documents should be brought on the DOJ and I confirm to provide them on the DOJ itself.

Signature:

Date:

Hi-tech/2019/A/143

28.12.2018

Dear ANBUMANI P,

Sub: Letter of Intent

We are delighted to offer you the position of Service Engineer in our **Hifetch Telecom Solutions**. You need to follow the below terms and conditions.

1. You will work within the Service department and you need to report to the Manager on **01st April, 2019 at 9.00 AM**
2. Your starting salary will be **INR 1.80 Lakhs** per Annum.
3. To help you to develop your performance, informal review will take place every quarter, with a formal appraisal that will take place in each year.
4. You need to bring passport size photo and other documents related to academics at the date of joining.
5. Your holiday entitlement is 12 days per year in addition to that, bank holidays and government holidays are also included.
6. Hours of work are 8 hours per day including lunch break. Standard working time period is 9.00 A.M to 5.00 A.M. It may be necessary on occasions to work outside these hours.
7. Your probation period is 3 months. During this period we will access your progress.

Let me know if you have any further questions at this point. We look forward to welcoming you to our team.

Wishing you the very best in your career with us.

Regards,



HR manager

Hi-tech/2019/A/144

28.12.2018

Dear GOMATHI. G,

Sub: Letter of Intent

We are delighted to offer you the position of Service Engineer in our **Hifetch Telecom Solutions**. You need to follow the below terms and conditions.

1. You will work within the Service department and you need to report to the Manager on **01st April, 2019 at 9.00 AM**
2. Your starting salary will be **INR 1.80 Lakhs** per Annum.
3. To help you to develop your performance, informal review will take place every quarter, with a formal appraisal that will take place in each year.
4. You need to bring passport size photo and other documents related to academics at the date of joining.
5. Your holiday entitlement is 12 days per year in addition to that, bank holidays and government holidays are also included.
6. Hours of work are 8 hours per day including lunch break. Standard working time period is 9.00 A.M to 5.00 A.M. It may be necessary on occasions to work outside these hours.
7. Your probation period is 3 months. During this period we will access your progress.

Let me know if you have any further questions at this point. We look forward to welcoming you to our team.

Wishing you the very best in your career with us.

Regards,



HR manager

Hi-tech/2019/A/145

28.12.2018

Dear **HARIPRIYA. R.**,

Sub: Letter of Intent

We are delighted to offer you the position of Service Engineer in our **Hifetch Telecom Solutions**. You need to follow the below terms and conditions.

1. You will work within the Service department and you need to report to the Manager on **01st April, 2019 at 9.00 AM**
2. Your starting salary will be **INR 1.80 Lakhs** per Annum.
3. To help you to develop your performance, informal review will take place every quarter, with a formal appraisal that will take place in each year.
4. You need to bring passport size photo and other documents related to academics at the date of joining.
5. Your holiday entitlement is 12 days per year in addition to that, bank holidays and government holidays are also included.
6. Hours of work are 8 hours per day including lunch break. Standard working time period is 9.00 A.M to 5.00 A.M. It may be necessary on occasions to work outside these hours.
7. Your probation period is 3 months. During this period we will access your progress.

Let me know if you have any further questions at this point. We look forward to welcoming you to our team.

Wishing you the very best in your career with us.

Regards,



HR manager

Hi-tech/2019/A/146

28.12.2018

Dear **KARTHIGA L**,

Sub: Letter of Intent

We are delighted to offer you the position of Service Engineer in our **Hifetch Telecom Solutions**. You need to follow the below terms and conditions.

1. You will work within the Service department and you need to report to the Manager on **1st April, 2019 at 9.00 AM**
2. Your starting salary will be **INR 1.8 Lakhs** per Annum.
3. To help you to develop your performance, informal review will take place every quarter, with a formal appraisal that will take place in each year.
4. You need to bring passport size photo and other documents related to academics at the date of joining.
5. Your holiday entitlement is 12 days per year in addition to that, bank holidays and government holidays are also included.
6. Hours of work are 8 hours per day including lunch break. Standard working time period is 9.00 A.M to 5.00 A.M. It may be necessary on occasions to work outside these hours.
7. Your probation period is 3 months. During this period we will access your progress.

Let me know if you have any further questions at this point. We look forward to welcoming you to our team.

Wishing you the very best in your career with us.

Regards,



HR manager

Hi-tech/2019/A/147

28.12.2018

Dear PRIYANGA S,

Sub: Letter of Intent

We are delighted to offer you the position of Service Engineer in our **Hifetch Telecom Solutions**. You need to follow the below terms and conditions.

1. You will work within the Service department and you need to report to the Manager on **1st April, 2019 at 9.00 AM**
2. Your starting salary will be **INR 1.8 Lakhs** per Annum.
3. To help you to develop your performance, informal review will take place every quarter, with a formal appraisal that will take place in each year.
4. You need to bring passport size photo and other documents related to academics at the date of joining.
5. Your holiday entitlement is 12 days per year in addition to that, bank holidays and government holidays are also included.
6. Hours of work are 8 hours per day including lunch break. Standard working time period is 9.00 A.M to 5.00 A.M. It may be necessary on occasions to work outside these hours.
7. Your probation period is 3 months. During this period we will access your progress.

Let me know if you have any further questions at this point. We look forward to welcoming you to our team.

Wishing you the very best in your career with us.

Regards,



HR manager

Hi-tech/2019/A/148

28.12.2018

Dear **THIYAGARAJAN. S,**

Sub: Letter of Intent

We are delighted to offer you the position of Service Engineer in our **Hifetch Telecom Solutions**. You need to follow the below terms and conditions.

1. You will work within the Service department and you need to report to the Manager on **1st April, 2019 at 9.00 AM**
2. Your starting salary will be **INR 1.8 Lakhs** per Annum.
3. To help you to develop your performance, informal review will take place every quarter, with a formal appraisal that will take place in each year.
4. You need to bring passport size photo and other documents related to academics at the date of joining.
5. Your holiday entitlement is 12 days per year in addition to that, bank holidays and government holidays are also included.
6. Hours of work are 8 hours per day including lunch break. Standard working time period is 9.00 A.M to 5.00 A.M. It may be necessary on occasions to work outside these hours.
7. Your probation period is 3 months. During this period we will access your progress.

Let me know if you have any further questions at this point. We look forward to welcoming you to our team.

Wishing you the very best in your career with us.

Regards,



HR manager

Hi-tech/2019/A/149

28.12.2018

Dear CHANDRU. G,

Sub: Letter of Intent

We are delighted to offer you the position of Service Engineer in our **Hifetch Telecom Solutions**. You need to follow the below terms and conditions.

1. You will work within the Service department and you need to report to the Manager on **1st April, 2019 at 9.00 AM**
2. Your starting salary will be **INR 1.8 Lakhs** per Annum.
3. To help you to develop your performance, informal review will take place every quarter, with a formal appraisal that will take place in each year.
4. You need to bring passport size photo and other documents related to academics at the date of joining.
5. Your holiday entitlement is 12 days per year in addition to that, bank holidays and government holidays are also included.
6. Hours of work are 8 hours per day including lunch break. Standard working time period is 9.00 A.M to 5.00 A.M. It may be necessary on occasions to work outside these hours.
7. Your probation period is 3 months. During this period we will access your progress.

Let me know if you have any further questions at this point. We look forward to welcoming you to our team.

Wishing you the very best in your career with us.

Regards,



HR manager

Hi-tech/2019/A/150

28.12.2018

Dear **KIRUTHIKA. S,**

Sub: Letter of Intent

We are delighted to offer you the position of Service Engineer in our **Hifetch Telecom Solutions**. You need to follow the below terms and conditions.

1. You will work within the Service department and you need to report to the Manager on **1st April, 2019 at 9.00 AM**
2. Your starting salary will be **INR 1.8 Lakhs** per Annum.
3. To help you to develop your performance, informal review will take place every quarter, with a formal appraisal that will take place in each year.
4. You need to bring passport size photo and other documents related to academics at the date of joining.
5. Your holiday entitlement is 12 days per year in addition to that, bank holidays and government holidays are also included.
6. Hours of work are 8 hours per day including lunch break. Standard working time period is 9.00 A.M to 5.00 A.M. It may be necessary on occasions to work outside these hours.
7. Your probation period is 3 months. During this period we will access your progress.

Let me know if you have any further questions at this point. We look forward to welcoming you to our team.

Wishing you the very best in your career with us.

Regards, .



HR manager



MLN PROJECTS

MLN/HYD/HO/HR/2019

DT: 05.07.2019

To

Mr.HARIHARAN S,
EGS Pillay Engineering College,
Nagapattinam (Dist.),
Tamil Nadu-611002.

Sub: Offer of appointment

Dear HARIHARAN S,

In response to your application and the subsequent interview, we are pleased to issue this appointment letter to you for the post of **Graduate Engineer Trainee** and posted to work at **TamilNadu Site**. You are advised to report **Mr.Ramesh Nama, Project Director** or whosoever concerned. Your date of joining the company will be on or before 08.07.2019.

Remuneration:

- A. Your monthly salary would be as per the statement shown in page-three.
- B. Increments will be based upon your performance and you will be entitled for the same, if your performance is found to be satisfactory during the year of service in terms of efficiency, regularity, punctuality and discipline. Increments can be accelerated in case of exceptionally good performance.
- C. You will be entitled to leave as per the policy of the company which may also be changed from time to time.

Probation:

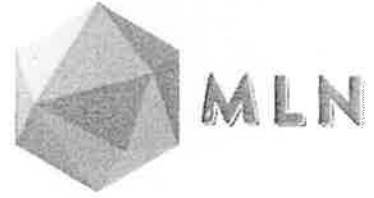
You will be on probation for a period of **six months** from the date of your joining, there after, if your services are found satisfactory, you will be confirmed by means of a written intimation from the management which reserves the right to reduce or dispense with or extend your probation period at its absolute discretion. During your probation period, either party shall be entitled to terminate the service with immediate effect, without giving any notice or assigning any reason to the other party.

Termination:

- A. During the probation period your services can be terminated by the company without any notice immediate effect.
- B. After confirmation, the company can terminate your services by giving one month's written notice to you or on payment of salary in lieu thereof, however, the company may relieve you at any time during the notice period and without any compensation other than the payment or salary in lieu or the remaining period of notice.

6th Floor, M.No 2-64/2/A, Megha Hills Society, Madhapur, Hyderabad - 500801

email: info@scrimln.in



- C. After confirmation, you may resign from service by giving one month's written notice to the company or on payment of salary in lieu thereof. If the exigencies of work so require, the Management may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the Management to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter at its sole discretion.
- D. The Company has the right to terminate your service without notice or payment of salary in lieu thereof if you commit any breach of your duties and responsibilities under this contract of service or if you are found guilty of any gross negligence or misconduct which contravenes the express or implied conditions of your service.

General Conditions:

- A. You will not engage in any trade or profession or undertake any employment, full or part-time, honorary or remunerative or seek membership of any local public body (ies) while in the service of the company without obtaining prior written permission from the management of the company.
- B. You will not engage in any unlawful or any subversive activity while in the service of the company.
- C. The Company expects you to work in any section/department in which you are placed with a high standard of initiative, efficiency and economy.
- D. You shall not, under any circumstances, either directly or indirectly, receive or accept for your own benefit any commission, rebate, discount, gift or profit of any nature from any person, company or firm having business transaction with the company.
- E. You will, in all respects, be governed by the rules and regulations applicable to your category of Employees from time to time.
- F. Should you remain absent from work, without reasonable explanation, for more than seven (7) consecutive days, it will be presumed that you are no longer interested in working for "MLN" and have abandoned its services, there by terminating your contract of service. In such a case, you will not be entitled to any compensation for the loss of service.
- G. You are bound by this agreement not to disclose by word or otherwise, particulars or details of business plans / trade secrets / finance / administration / know how and or any confidential information of business coming to your knowledge by virtue of your being in the employment of the company.
- H. Your services are liable to be transferred at any time to any of the establishments of the Company throughout India.



6th Floor, M.No 2-64/2/A, Megha Hills Society, Madhapur, Hyderabad – 500801

email: info@srimln.in



- I. The appointment and its continuance are subject to your being and remaining medically fit. If so required the management may get this confirmed by its medical officer or any medical practitioner approved by it.
- J. You will have to make your own arrangements of conveyance to come to Office and the Company will not arrange any transport facilities.

K. Salary Break Up:

| Components | Monthly |
|---------------------------|----------------|
| Basic | 8000/- |
| HRA | 3000/- |
| Conveyance | 2500/- |
| CEA | 1500/- |
| Total Gross Salary | 15000/- |

Acceptance:

If you accept the above terms and conditions of service, please signify your acceptance on the duplicate copy of this appointment letter within Seven days from the date of its issue, failing which this offer of employment will be deemed to have been withdrawn and cancelled.

For Sri MLN Projects



P.L. Narasimha Rao

Sr. Vice President – Business Development

I have read and understood the terms and conditions stated above and hereby signify my acceptance of the same.

Date:

Signature

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/231

01.06.2019

Appointment Order

Dear **AGATHIYAN G,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/318

01.06.2019

Appointment Order

Dear **AJITH KUMAR B,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/312

01.06.2019

Appointment Order

Dear **BALAGURU M,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/235

01.06.2019

Appointment Order

Dear **ELANCHERAN S,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/234

01.06.2019

Appointment Order

Dear **JAGADEESWARI S,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/316

01.06.2019

Appointment Order

Dear **KARTHEESHWARI D,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/314

01.06.2019

Appointment Order

Dear **KARTHIKRAJA G,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/236

01.06.2019

Appointment Order

Dear **MANO S,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/316

01.06.2019

Appointment Order

Dear **MANOJ J,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/311

01.06.2019

Appointment Order

Dear **MOHAMED ASIK H,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/317

01.06.2019

Appointment Order

Dear **MURALI ANAND B,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/232

01.06.2019

Appointment Order

Dear **PRASANTH K,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/313

01.06.2019

Appointment Order

Dear **SHRIRAM R D,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/233

01.06.2019

Appointment Order

Dear **SUNDARAMOORTHY V,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/319

01.06.2019

Appointment Order

Dear **UTHAYAN M,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/315

01.06.2019

Appointment Order

Dear **VIJAYACHANDER.K,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/320

01.06.2019

Appointment Order

Dear **MUTHUVEL U,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/321

01.06.2019

Appointment Order

Dear **SRIDHAR S,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai

Rtn. MPHF. P. Sundaravelu, B.E.,
Consulting Civil Engineer.



Ref ID: Salya/Nag/2019/322

01.06.2019

Appointment Order

Dear **SUDHARSAN J,**

We are pleased to offer you employment in **SALYA CONSTRUCTION**. We feel that your skill and background will be a valuable asset to our team. As per our decision, you are appointed for the position of **Junior Engineer** and your joining date will be on **10.06.2019**. Your total compensation package is Rupees **15,000/- per month**. If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee in SALYA CONSTRUCTION.

SALYA CONSTRUCTION

Authorized signatory



BUILDERS

PLANNERS

ARCHITECTS

19, Maharajapuram, Vedaranyam, Ph: 04369 250316,

Cell: 98424 41315, 86673 72190 www.salya.insalyaconstruction@yahoo.com

• Nagapattinam • Vailankanni • Tiruvarur • Karaikal • Mayiladuthurai



VENPA
STAFFING SERVICES

www.venpastaffing.com

WELCOME LETTER

Date: 17/12/2018

To,

Ms. B. KAVIYA

Congratulations..! With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of EXECUTIVE - TALENT ACQUISITION in our organization.


This offer is subject to fulfilment of the terms and conditions of the employment, including but not limited to the below

1. You are required to submit all relevant documents at the time of joining the organization whenever requested. It is understood that our decision to offer you is based on the information given by you in the bio-data Application Form during the interview you had with us. If at a later stage, it is found that information you have provided is false / incorrect, your services are liable to be terminated at any point of time.
2. You would be following the working hours and any shift timings of the company as per the business requirement and projects allotted. You are agreeing to work on any shift timings including night shift.
3. At the time of reporting to training, your academic records should be clear as per our company policy.
4. You will undergo the foundation training for a period of 30 working days and we would expect you to successfully complete the training process for a successful on-boarding.
5. Post on-boarding you will be in a probationary period of 6 months and post confirmation on employment you are eligible for any employment benefits offered by the company.
6. You are hereby agreeing to work at / be transferred to any of our units / departments / clients, affiliate entities and subsidiary companies across India.
7. Please share the signed copy of this letter to hr@venpastaffing.com to enable us to send you the joining date.
8. Joining month will be AUG 2019, may be called prior based on company / project requirements.
9. Probationary period compensation CTC INR 48,000, post confirmation CTC INR 1,80,000 – INR 2,40,000 (Based on the review and performance analysis).

At VENPA, we promise to provide you a strong foundation for your career. You are joining an organization which has an empowering culture, strong values and ethics.

We welcome you to the VENPA family and wishing you for a rewarding career ahead. All the very best..!


Yours Sincerely,
for VENPA GLOBAL TECHNOLOGIES PVT LTD,


A Pushparathinam
Head – Human Resources

Accepted and Agreed the terms,

Signature:

Name:


R. KAVIYA

VENPA STAFFING SERVICES INDIA (P) LTD.,

#211, Cherry Road, 2nd Floor, Shop No. 3, Sai Towers, Near Vincent Bus Stop, Salem - 636 007, Tamil Nadu, India.
Phone : 0427 4030202 | Mobile : 90254 87875 | Web : venpastaffing.com | E-mail : hr@venpastaffing.com



VENPA
STAFFING SERVICES

www.venpastaffing.com

WELCOME LETTER

To,

Ms. B. MANIMOZHIS

Date: 17/12/2018

Congratulations..! With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of EXE - TALENT ACQUISITION in our organization.

This offer is subject to fulfilment of the terms and conditions of the employment, including but not limited to the below:

1. You are required to submit all relevant documents at the time of joining the organization whenever requested. It is understood that our decision to offer you is based on the information given by you in the bio-data / Application Form during the interview you had with us. If at a later stage, it is found that information you had provided is false / incorrect, your services are liable to be terminated at any point of time.
2. You would be following the working hours and any shift timings of the company as per the business requirement and projects allotted. You are agreeing to work on any shift timings including night shift.
3. At the time of reporting to training, your academic records should be clear as per our company policy.
4. You will undergo the foundation training for a period of 30 working days and we would expect you to successfully complete the training process for a successful on-boarding.
5. Post on-boarding you will be in a probationary period of 6 months and post confirmation on employment you are eligible for any employment benefits offered by the company.
6. You are hereby agreeing to work at / be transferred to any of our units / departments / clients, affiliate entities and subsidiary companies across India.
7. Please share the signed copy of this letter to hr@venpastaffing.com to enable us to send you the joining date.
8. Joining month will be AUG 2019, may be called prior based on company / project requirements.
9. Probationary period compensation CTC INR 48,000, post confirmation CTC INR 1,80,000 – INR 2,40,000 (Based on the review and performance analysis).

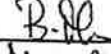
At VENPA, we promise to provide you a strong foundation for your career. You are joining an organization which has an empowering culture, strong values and ethics.

We welcome you to the VENPA family and wishing you for a rewarding career ahead. All the very best..!

Yours Sincerely,
for VENPA GLOBAL TECHNOLOGIES PVT LTD,


A Pushparathipam
Head – Human Resources

Accepted and Agreed the terms,

Signature: 
Name: B. Manimozhi

VENPA STAFFING SERVICES INDIA (P) LTD.,

#211, Cherry Road, 2nd Floor, Shop No. 3, Sai Towers, Near Vincent Bus Stop, Salem - 636 007, Tamil Nadu, India.
Phone : 0427 4030202 | Mobile : 90254 87875 | Web : venpastaffing.com | E-mail : hr@venpastaffing.com



VENPA
STAFFING SERVICES

www.venpastaffing.com

086

WELCOME LETTER

To,

Date: 17/12/2018

Ms. R. PRASHANTH

Congratulations..! With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of EXECUTIVE-TALENT ACQUISITION in our organization.


This offer is subject to fulfilment of the terms and conditions of the employment, including but not limited to the below:

1. You are required to submit all relevant documents at the time of joining the organization whenever requested. It is understood that our decision to offer you is based on the information given by you in the bio-data / Application Form during the interview you had with us. If at a later stage, it is found that information you had provided is false / incorrect, your services are liable to be terminated at any point of time.
2. You would be following the working hours and any shift timings of the company as per the business requirement and projects allotted. You are agreeing to work on any shift timings including night shift.
3. At the time of reporting to training, your academic records should be clear as per our company policy.
4. You will undergo the foundation training for a period of 30 working days and we would expect you to successfully complete the training process for a successful on-boarding.
5. Post on-boarding you will be in a probationary period of 6 months and post confirmation on employment you are eligible for any employment benefits offered by the company.
6. You are hereby agreeing to work at / be transferred to any of our units / departments / clients, affiliate entities and subsidiary companies across India.
7. Please share the signed copy of this letter to hr@venpastaffing.com to enable us to send you the joining date.
8. Joining month will be AUG 2019, may be called prior based on company / project requirements.
9. Probationary period compensation CTC INR 48,000, post confirmation CTC INR 1,80,000 – INR 2,40,000 (Based on the review and performance analysis).

At VENPA, we promise to provide you a strong foundation for your career. You are joining an organization which has an empowering culture, strong values and ethics.

We welcome you to the VENPA family and wishing you for a rewarding career ahead. All the very best..!

Yours Sincerely,
for VENPA GLOBAL TECHNOLOGIES PVT LTD,


A Pushparathnam
Head - Human Resources

Accepted and Agreed the terms,

Signature: _____
Name: _____

VENPA STAFFING SERVICES INDIA (P) LTD.,

#211, Cherry Road, 2nd Floor, Shop No. 3, Sai Towers, Near Vincent Bus Stop, Salem - 636 007, Tamil Nadu, India.
Phone : 0427 4030202 | Mobile : 90254 87875 | Web : venpastaffing.com | E-mail : hr@venpastaffing.com



VENPA
STAFFING SERVICES

www.venpastaffing.com

WELCOME LETTER

Date: 17/12/2018

Mr. P. G. SARAVANAN

Congratulations..! With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of EXECUTIVE - ACQUISITION (Talent) in our organization.

This offer is subject to fulfilment of the terms and conditions of the employment, including but not limited to the below:

1. You are required to submit all relevant documents at the time of joining the organization whenever requested. It is understood that our decision to offer you is based on the information given by you in the bio-data / Application Form during the interview you had with us. If at a later stage, it is found that information you had provided is false / incorrect, your services are liable to be terminated at any point of time.
2. You would be following the working hours and any shift timings of the company as per the business requirement and projects allotted. You are agreeing to work on any shift timings including night shift.
3. At the time of reporting to training, your academic records should be clear as per our company policy.
4. You will undergo the foundation training for a period of 30 working days and we would expect you to successfully complete the training process for a successful on-boarding.
5. Post on-boarding you will be in a probationary period of 6 months and post confirmation on employment you are eligible for any employment benefits offered by the company.
6. You are hereby agreeing to work at / be transferred to any of our units / departments / clients, affiliate entities and subsidiary companies across India.
7. Please share the signed copy of this letter to hr@venpastaffing.com to enable us to send you the joining date.
8. Joining month will be AUG 2019, may be called prior based on company / project requirements.
9. Probationary period compensation CTC INR 48,000, post confirmation CTC INR 1,80,000 – INR 2,40,000 (Based on the review and performance analysis).

At VENPA, we promise to provide you a strong foundation for your career. You are joining an organization which has an empowering culture, strong values and ethics.

We welcome you to the VENPA family and wishing you for a rewarding career ahead. All the very best..!

Yours Sincerely,

VENPA GLOBAL TECHNOLOGIES PVT LTD,

Pushparathinam

Head - Human Resources

Accepted and Agreed the terms,

Signature: P.G. Saravanan

Name: P.G. Saravanan

VENPA STAFFING SERVICES INDIA (P) LTD.,

#211, Cherry Road, 2nd Floor, Shop No. 3, Sai Towers, Near Vincent Bus Stop, Salem - 636 007, Tamil Nadu, India.
Phone : 0427 4030202 | Mobile : 90254 87875 | Web : venpastaffing.com | E-mail : hr@venpastaffing.com



Date: **04.03.2019**

Dear ANUPRIYA R,

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903356

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



Date: **04.03.2019**

Dear **AZHARUDEEN K,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903357

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



Date: **04.03.2019**

Dear **GUNABALAN.V,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903358

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: **04.03.2019**

Dear **KANNAYIRAMOORTHIR,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903359

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



Date: **04.03.2019**

Dear **KAYALVIZHI R,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903360

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: **04.03.2019**

Dear **MADHUMITHA K,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903361

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: **04.03.2019**

Dear **MOHANA PRIYA.N,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903362

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: **04.03.2019**

Dear **NIVETHA J,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903363

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264



Date: 04.03.2019

Dear PAVITHRA..P,

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903364

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 04.03.2019

Dear Praveenkumar B,

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903365

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: 04.03.2019

Dear PRIYANKA.S,

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903366

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : UB5110MH2004PTC263264

www.focusedumatics.com



Date: **04.03.2019**

Dear **REETHA M,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903367

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



Date: **04.03.2019**

Dear **SOUNDARYA.U,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903368

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com



Date: **04.03.2019**

Dear **SUBASHREE P,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903369

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: **04.03.2019**

Dear **SUDHANTHIRADEVI V,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903370

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dafarnal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264



Date: **04.03.2019**

Dear **VIDHYA R,**

Sub: Letter of Intent – Trainee Tutor position – Focus/TT/CBE/201903371

Congratulations! Focus Edumatics is excited to offer you as a position of **Trainee Tutor**.

Your salary will be **Rs. 1.80 LPA**.

As the Trainee Tutor, you'll report to Manager at Bangalore branch from **July 2019**.

You'll be a regular employee of Focus Edumatics and able to participate in benefits such as medical insurance, paid time off, etc.

Focus Edumatics looks forward to bringing you on board! If you have any questions, please feel free to reach out at anytime and we'll be more than happy to help you.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

Thank you,

For Focus Edumatics Pvt. Ltd.,

Authorized Signatory

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U85110MH2004PTC263264

www.focusedumatics.com

DATE: 26.06.2019

REF NO: CAD/KUM/2019/025

Dear AMEER SUHAIL A,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/127

Dear **CHANDRAN R**,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/130

Dear **KALIDASS M,**

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/132

Dear **PRADEEP K R**,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/129

Dear **RAGUL GANDHI P,**

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/031

Dear SIVARAMAN R,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/126

Dear VIGNESHRAJA G,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

CADPOINT[®]

AUTHORIZED TRAINING CENTRE

ISO 9001 : 2008 CERTIFIED COMPANY

DATE: 26.06.2019

REF NO: CAD/KUM/2019/028

Dear MATHIRASREE.S,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

Contact **Registered Office:** CADPOINT Engineering Solutions PVT LTD., Panchali Amman Kovil Street, Arumbakam, Chennai – 600106, Tamil Nadu, India, Ph. +91 9447266001. Email:

info@cadpoint.in. www.cadpoint.in

DATE: 26.06.2019

REF NO: CAD/KUM/2019/026

Dear VIGNESH.P,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/028

Dear **KEERTHI V C**,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/029

Dear SELVAGANAPATHI S,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/NAG/2019/131

Dear **BALAMURUGAN S,**

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/030

Dear RAJ KUMAR,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/NAG/2019/128

Dear SRINIVASAN,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

DATE: 26.06.2019

REF NO: CAD/KUM/2019/027

Dear RANJITHKUMAR,

With reference to your interview on May 20 of 2019, we are happy to inform that you are **appointed** for the profile of **Design Engineer** in our company. You will get an annual CTC of **INR:1,75,000 / annum**. This amount also includes all fixed and variable salary components.

You are expected to join our company on **July 4, 2019** (Reporting Time: 10:00 AM) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

Contact Person: **Mr.SATHYA NARAYANAN (HR)**

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post-Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

COMPANY SEAL

AUTHORIZED SIGNATURE



Mr.SATHYA NARAYANAN
HR - CAD POINT

Appt Letter - 0015644/2019

5th June, 2019

To:

AJITH KUMAR A
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear AJITH KUMAR A

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating.

Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

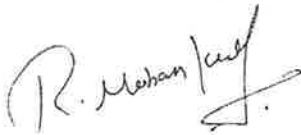
You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015662/2019

5th June, 2019

To:

ALEXJOYAL A
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear **ALEXJOYAL A**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating.

Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

**With best wishes,
Regards**



For SS Technovation

Appt Letter - 0015663/2019

5th June, 2019

To:

ARUL PRAKASH M
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear ARUL PRAKASH M

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating.

Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015650/2019

5th June, 2019

To:

BHARANITHARAN K
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear BHARANITHARAN K

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

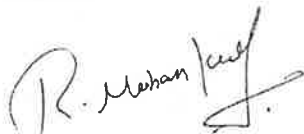
4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. **At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015654/2019

5th June, 2019

To:

DINESH R
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear DINESH R

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

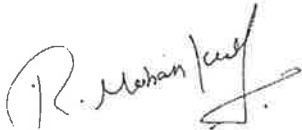
4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

- 5. At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

**With best wishes,
Regards**



For SS Technovation

Appt Letter - 0015645/2019

5th June, 2019

To:

ERAIYANBU S
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear ERAIYANBU S

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

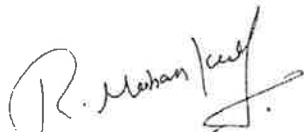
You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5: At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

**With best wishes,
Regards**



For SS Technovation

Appt Letter - 0015656/2019

5th June, 2019

To:

KISHORE G
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear KISHORE G

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

**With best wishes,
Regards**



For SS Technovation

Appt Letter - 0015649/2019

5th June, 2019

To:

MOHAMEDHASIRAFATH M
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear MOHAMEDHASIRAFATH M

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating.

Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

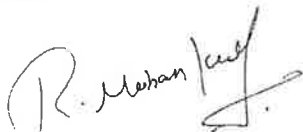
You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

**With best wishes,
Regards**



For SS Technovation

Appt Letter - 0015660/2019

5th June, 2019

To:

MULLAIVENTHAN
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear MULLAIVENTHAN

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. **At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015658/2019

5th June, 2019

To:

PRADEEP
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear PRADEEP

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

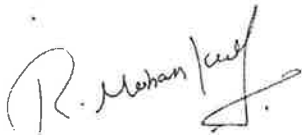
training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,

Regards



For SS Technovation

Appt Letter - 0015648/2019

5th June, 2019

To:

PRAVEENKUMAR
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear PRAVEENKUMAR

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

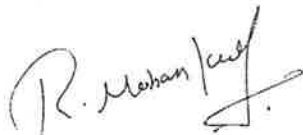
You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. **At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,

Regards



For SS Technovation

Appt Letter - 0015646/2019

5th June, 2019

To:

RAGAVAN
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear RAGAVAN

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating.

Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

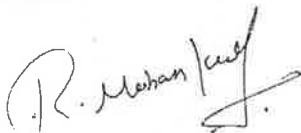
You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015657/2019

5th June, 2019

To:

RAMPRAKASH
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear RAMPRAKASH

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. **At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015652/2019

5th June, 2019

To:

RASU
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear RASU

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

- 5. At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

**With best wishes,
Regards**



For SS Technovation

Appt Letter - 0015651/2019

5th June, 2019

To:

SANTHOSH
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear **SANTHOSH**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

- 5. At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

**With best wishes,
Regards**



For SS Technovation

Appt Letter - 0015659/2019

5th June, 2019

To:

SIVAGURU
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear SIVAGURU

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

- 5. At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015653/2019

5th June, 2019

To:

THILIPKUMAR
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear THILIPKUMAR

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating.

Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

- 5. At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015643/2019

5th June, 2019

To:

BALAJE M R
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear BALAJE M R

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. **At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015647/2019

5th June, 2019

To:

RAJKUMAR
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear RAJKUMAR

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

**With best wishes,
Regards**



For SS Technovation

Appt Letter - 0015655/2019

5th June, 2019

To:

MANIKANDAN
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear **MANIKANDAN**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating.

Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond


You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015661/2019

5th June, 2019

To:

PAZHANI
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear PAZHANI

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

- 5. At the time of reporting for joining, you are required to bring the following documents:**
- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
 - (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
 - (c) Relieving Letter from current employer.(if applicable)
 - (d) Declaration & Nomination form – duly filled up and completed in all respects
 - (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015662/2019

5th June, 2019

To:

KAUSHICK G
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear KAUSHICK G

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

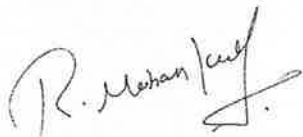
training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,

Regards



For SS Technovation

Appt Letter - 0015663/2019

5th June, 2019

To:

NAVEENKUMAR N
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear **NAVEENKUMAR N**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,

Regards



For SS Technovation

Appt Letter - 0015664/2019

5th June, 2019

To:

MANOJKUMAR V
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear MANOJKUMAR V

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Organization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

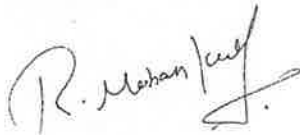
You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation

Appt Letter - 0015665/2019

5th June, 2019

To:

PACKIA AROKIA RAJ J
EGS Pillay Engineering College,

Sub: Letter of Appointment

Dear PACKIA AROKIA RAJ J

With reference to your application and subsequent interview with us, we are pleased to appoint you as Production Engineer in our Orgaization with the below terms and condition:-

**TERMS AND CONDITIONS OF APPOINTMENT AS
TRAINEE PRODUCTION ENGINEER**

1. Training

You will undergo training for a period of one year which may be extended at the discretion of the management. The decision of the management regarding extension of training period or termination of service in the event of unsatisfactory performance shall be final and binding.

2. Absorption in the Company

At the end of training period, your suitability for absorption in the Company will be determined on the basis of your performance during training and final appraisal rating. Your absorption in the Company and posting to any of the units/enterprises in Tamilnadu will be at the discretion of the management.

If found suitable for absorption, you will be placed in the pay scale ₹ 18900-23500/- at a Basic Pay of ₹ 14520/- in the Company's regular executive cadre. In addition to Basic Pay, you will be entitled to allowances and benefits like House Rent Allowance, Reimbursement of Conveyance/ Transport Allowance, Free Medical facilities, Group Insurance, Contributory Provident Fund etc. as per Company's rules in force from time to time.

3. Probation/confirmation

After absorption, you will be on probation for a period of one year, which may be extended at the discretion of the management if considered necessary. The probation shall be deemed to have been completed only when you are informed about it, in writing, by the Management.

4. Service Agreement Bond

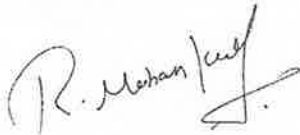
You and your surety, (who should be a person of substantial means) will have to execute a Service Agreement Bond on in ₹ 100/- Stamp Paper (non – judicial) to complete the training and to remain in the service of SS Technovation for at least three years after successful completion of your training. In case you fail to complete your

training successfully and/or serve the Company for the stipulated period of three years thereafter, you and your surety shall jointly and severally compensate the company for Stipend/Salary, joining expenses, TA/DA, medical expenses etc. paid during the training period and training expenses incurred by it on account of and in connection with your training and this amount will be recovered from you if you leave the Organization within the training/bond period. However, the total amount recoverable under this clause shall not exceed Rupees Two lakhs and fifty thousand plus service taxes as applicable. Further you will be required to serve on one month notice while on training and/or probation after absorption and three months notice on regularization after successful completion of probation, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligation stipulated in the Service Agreement Bond/ Rule of the Company.

5. At the time of reporting for joining, you are required to bring the following documents:

- (a) Your degree or provisional degree certificate and all semester mark sheets along with self attested photocopies.
- (b) The original and one self-attested copy each of the Matriculation Certificate in support of your age. Also, original and one self-attested photocopy each of 12th Standard certificate and mark sheet.
- (c) Relieving Letter from current employer.(if applicable)
- (d) Declaration & Nomination form – duly filled up and completed in all respects
- (e) The Service Agreement Bond, duly signed by you and the person standing surety for you as per item no. 4 of the enclosed terms and conditions of appointment. Guidelines for completing the Bond proforma are enclosed. **You are advised to study the guidelines carefully before executing the Bond. You may note that you shall not be allowed to join without the Service Agreement Bond completed in all respects.**

With best wishes,
Regards



For SS Technovation



HR/Appt Letter M16/JUL- 2019

Viji R

EGS Pillay Engineering College,
Nagapattinam

Viji R,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (**Rupees Fourteen Thousand Three Hundred Forty-eight**) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Yours sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar".

Dineshkumar G
Director-Human Resource



Annexure-I

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | Viji R | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2.Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.

Accepted

Viji R



HR/Appt Letter M73/JUL- 2019

Vinitha V

EGS Pillay Engineering College,
Nagapattinam

Vinitha V,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (Rupees Fourteen Thousand Three Hundred Forty-eight) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Your sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar".

Dineshkumar G
Director-HumanResource



Annexure-I

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | Vinitha V | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2.Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.

Accepted
Vinitha



HR/Appt Letter M52/JUL- 2019

Mounika S

EGS Pillay Engineering College,
Nagapattinam

Mounika S,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (**Rupees Fourteen Thousand Three Hundred Forty-eight**) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.

2. You will be on probation for six months from the date of joining with the organisation.

3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.

4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.

5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.

6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P. Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Yoursincerely,

For **Mobius Knowledge Services Pvt Ltd.**

G. Dinesh Kumar

Dineshkumar G

Director-HumanResource



Annexure-I

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | Mounika S | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2.Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.



HR/Appt Letter M31/JUL- 2019

Rajavarman R

EGS Pillay Engineering College,
Nagapattinam

Rajavarman R,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (**Rúpees Fourteen Thousand Three Hundred Forty-eight**) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Yours sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar".

Dineshkumar G

Director-HumanResource



Annexure-I

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | Rajavarman R | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2.Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.



HR/Appt Letter M19/JUL- 2019

Sarojini. V

EGS Pillay Engineering College,
Nagapattinam

Sarojini. V,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (**Rupees Fourteen Thousand Three Hundred Forty-eight**) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Your sincerely,
For Mobius Knowledge Services Pvt Ltd.

G. Dinesh Kumar

Dineshkumar G
Director-Human Resource



Annexure-I

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | Sarojini. V | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2. Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.



HR/Appt Letter M67/JUL- 2019

Divakar M

EGS Pillay Engineering College,
Nagapattinam

Divakar M,

Sub: LetterofAppointment

We are pleased to offer you employment in Möbius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (Rupees Fourteen Thousand Three Hundred Forty-eight) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Yours sincerely,

For Mobius Knowledge Services Pvt Ltd.

G. Dineshkumar

Dineshkumar G

Director-Human Resource

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | Divakar M | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2. Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.



HR/Appt Letter M92/JUL- 2019

Ramya R

EGS Pillay Engineering College,
Nagapattinam

Ramya R,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (Rupees Fourteen Thousand Three Hundred Forty-eight) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Yours sincerely,

For Mobius Knowledge Services Pvt Ltd.

G. Dinesh Kumar

Dineshkumar G
Director-Human Resource



Annexure-I

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | Ramya R | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2.Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.



HR/Appt Letter M46/JUL- 2019

T.Haritha

EGS Pillay Engineering College,
Nagapattinam

T.Haritha,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (**Rupees Fourteen Thousand Three Hundred Forty-eight**) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. **Non-Compete:** The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.
8. **Non-Solicitation:** The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.
9. **Confidentiality:** As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.
10. **Remedies:** The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.
12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.
13. The retirement age for all employees is 58 years.
14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.
15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.
16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Your sincerely,
For Mobius Knowledge Services Pvt Ltd.

G. Dinesh Kumar

Dineshkumar G
Director-Human Resource

Annexure-I

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | T.Haritha | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2.Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.

Received
T: Angul



HR/Appt Letter M13/JUL- 2019

S.Mahalakshmi

EGS Pillay Engineering College,

Nagapattinam

S.Mahalakshmi,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (**Rupees Fourteen Thousand Three Hundred Forty-eight**) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Your sincerely,
For Mobius Knowledge Services Pvt Ltd.

G. Dineshkumar

Dineshkumar G
Director-Human Resource



Annexure-I

| Compensation & Benefits | | | |
|-------------------------|---------------------------------------|----------------|----------------|
| Name | S.Mahalakshmi | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| | Gross Monthly Fixed Salary & Benefits | 13,456 | 1,61,472 |
| 2.Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| | Cost to Company | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.

Accepted
S. Mahalakshmi



HR/Appt Letter M26/JUL- 2019

Gowri C

EGS Pillay Engineering College,
Nagapattinam

Gowri C,

Sub: LetterofAppointment

We are pleased to offer you employment in Mobius Knowledge Services Pvt Ltd. Trainee - Software Engineer at B1 level with effect from 05-July-2019 subject to the following terms and conditions.

1. Your salary on Gross Cost to Company basis stands as Rs.14348 (**Rupees Fourteen Thousand Three Hundred Forty-eight**) per month as detailed in Annexure I. All perquisites and benefits in your salary/compensation plan shall be governed as per policy applicable to employees at your level in the company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/modified at the discretion of the Company from time to time in line with its compensation policy and practices.
2. You will be on probation for six months from the date of joining with the organisation.
3. This employment may be terminated by either party giving one month notice or one month gross pay in lieu of notice. Whilst the company reserves the right to relieve the employee upon resignation prior to conclusion of notice period without paying for the balance notice period, or notice pay in lieu of notice. Also the management in its capacity, reserves the right to over ride this clause and insist upon the employee to serve the notice period for smooth transition.
4. In the case of termination due to non-performance, mal-practice or violation of agreement terms, the company reserves the right to terminate the employment without notice and claim compensation. In the event of employee getting relieved before the agreed notice period, the relieving letter and service certificate will be issued on completion of the set notice period after all clearances being done.
5. During your employment with the Company, you will be governed by the Service Rules and regulations of the Company currently in force or as introduced/awarded from time to time.
6. During your employment with the Company, you are liable to be shifted from one job or department or shift depending on the project requirements.



7. Non-Compete: The associate hereby covenants and agrees that during the Employment Term and for a period of one year following the Expiration Date, the associate will not, without the prior written consent of the Mobius, directly or indirectly, on his own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity (whether as a shareholder, agent, joint venture, security holder, trustee, partner, executive, creditor lending credit or money for the purpose of establishing or operating any such business, partner or otherwise) with any entity that is directly competing with the product and services being developed by the Mobius.

8. Non-Solicitation: The associate further agrees that during the Employment Term and for a period of one (1) year from the Expiration Date, the Executive will not divert any business of the Mobius and/or its affiliates or any customers or suppliers of the Mobius and/or the Mobius's and/or its affiliates' business to any other person, entity or competitor, or induce or attempt to induce, directly or indirectly, any person to leave his or her employment with the Mobius and/or its affiliates.

9. Confidentiality: As an associate of the Mobius, you will continue to have access to certain confidential information of the Mobius and you may, during the course of your employment, develop certain information or inventions that will be the property of the Mobius. Confidential information means any form of business information / Privacy information that you may access during your course of employment with Mobius, To protect the interests of the Company, your acceptance of this Agreement confirms that he terms of the Mobius.

10. Remedies: The associate acknowledges and agrees that his obligations provided herein are necessary and reasonable in order to protect the Company and its affiliates and their respective business and the associate expressly agrees that monetary damages would be inadequate to compensate the Company and/or its affiliates for any breach by the associate of his covenants and agreements set forth herein. Accordingly, the associate agrees and acknowledges that any such violation or threatened violation of Non-compete clause and Non-solicitation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, inequity or otherwise, the Company and its affiliates shall be entitled to obtain injunctive relief against the threatened breach of non-compete, non-solicitation and confidentiality or the continuation of any such breach by the associate without the necessity of proving actual damages.



11. You will have to hold all confidential information in trust and use the same solely for the purposes such confidential information is provided for and that in no event will you make use of any confidential information for any purpose other than fulfilling your duties and obligation in Mobius Knowledge Services P Ltd. The company will initiate appropriate action in event of non-adherence of this clause.

12. You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. The retirement age for all employees is 58 years.

14. In the event of your absence from work for more than four days without written permission from your Manager, it would be assumed that you have voluntarily abandoned the services of the organization and your services with the organization would stand severed.

15. The company will expect you to work with high standards of initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular/part-time services or work without permission in writing from the organization.

16. You will be expected to comply with a Proprietary Information Non-Disclosure Agreement as a part of this Appointment letter.

We welcome you to our organization and trust that you will enjoy working here and in contributing to the growth and prosperity of the company.

Yours sincerely,

For Mobius Knowledge Services Pvt Ltd.

A handwritten signature in black ink that reads "G. Dineshkumar". The signature is written in a cursive, slightly slanted style.

Dineshkumar G

Director-Human Resource



Annexure-I

| Compensation & Benefits | | | |
|---------------------------------------|--------------------------|----------------|----------------|
| Name | Gowri C | Exp.D.O.J | 05-July-2019 |
| Designation | Trainee-SoftwareEngineer | Band & Level | B1 |
| 1.FixedSalary | | Per Month(INR) | Per Annum(INR) |
| 1.1 | Basic | 9,467 | 1,13,604 |
| 1.2 | House Rent Allowance | 3,200 | 38,400 |
| 1.3 | Festival Bonus | 789 | 9,468 |
| Gross Monthly Fixed Salary & Benefits | | 13,456 | 1,61,472 |
| 2.Employer Contribution | | | |
| 2.1 | ESI | 437 | 5,244 |
| 2.2 | Gratuity* | 455 | 5,460 |
| Cost to Company | | 14,348 | 1,72,200 |

**Employer PF and Employee PF will be contributed by the government as per the scheme.

*Payment of Gratuity shall be as per The Payment of Gratuity Act.

Accepted
Gowri.c



22, B -Block C, Nehru Nagar, Trichy
Email: arathana@mirchicomputersolutions.com

12.12.2018

Dear VAIDEESHWARI,

Offer No.: MCS/2019/028

In reference to your interview we are glad to inform you that you have been selected for the position of software Engineer in our esteemed organization at our Trichy branch.

Details of employment are as below:

| Particulars | Details |
|-----------------|---|
| Employment Type | Full time |
| CTC | Rs.1.70/- Annum |
| Other Benefits | Food, transportation, Insurance and other perks |
| Job Role | Trainee |
| Reporting Date | 05.06.2019 |
| Reporting Time | 08.00 a.m. |

Terms & Conditions:

1. Working 6 days a week, 8 hours per day as per labor law
2. Food and transportation will be provided by the company
3. Period of contract will be 2 years
4. Accommodation allowance is inclusive in the salary (if needed)

If you choose to accept this offer, please return the second copy of this letter duly signed in the space provided.

We look forward to a long-lasting relationship ahead.

Thank you.

Suresh Kumar
HR manager



22, B -Block C, Nehru Nagar, Trichy
Email: arathana@mirchicomputersolutions.com

12.12.2018

Dear VEERA RAJ,

Offer No.: MCS/2019/029

In reference to your interview we are glad to inform you that you have been selected for the position of software Engineer in our esteemed organization at our Trichy branch.

Details of employment are as below:

| Particulars | Details |
|-----------------|---|
| Employment Type | Full time |
| CTC | Rs.1.70/- Annum |
| Other Benefits | Food, transportation, Insurance and other perks |
| Job Role | Trainee |
| Reporting Date | 05.06.2019 |
| Reporting Time | 08.00 a.m. |

Terms & Conditions:

1. Working 6 days a week, 8 hours per day as per labor law
2. Food and transportation will be provided by the company
3. Period of contract will be 2 years
4. Accommodation allowance is inclusive in the salary (if needed)

If you choose to accept this offer, please return the second copy of this letter duly signed in the space provided.

We look forward to a long-lasting relationship ahead.

Thank you.

Suresh Kumar
HR manager



22, B -Block C, Nehru Nagar, Trichy
Email: arathana@mirchicomputersolutions.com

12.12.2018

Dear RAGHUL. K,

Offer No.: MCS/2019/025

In reference to your interview we are glad to inform you that you have been selected for the position of software Engineer in our esteemed organization at our Trichy branch.

Details of employment are as below:

| Particulars | Details |
|-----------------|---|
| Employment Type | Full time |
| CTC | Rs.1.70/- Annum |
| Other Benefits | Food, transportation, Insurance and other perks |
| Job Role | Trainee |
| Reporting Date | 05.06.2019 |
| Reporting Time | 08.00 a.m. |

Terms & Conditions:

1. Working 6 days a week, 8 hours per day as per labor law
2. Food and transportation will be provided by the company
3. Period of contract will be 2 years
4. Accommodation allowance is inclusive in the salary (if needed)

If you choose to accept this offer, please return the second copy of this letter duly signed in the space provided.

We look forward to a long-lasting relationship ahead.

Thank you.

Suresh Kumar
HR manager



22, B -Block C, Nehru Nagar, Trichy
Email: arathana@mirchicomputersolutions.com

12.12.2018

Dear GUNAVATHI R,

Offer No.: MCS/2019/026

In reference to your interview we are glad to inform you that you have been selected for the position of software Engineer in our esteemed organization at our Trichy branch.

Details of employment are as below:

| Particulars | Details |
|-----------------|---|
| Employment Type | Full time |
| CTC | Rs.1.70/- Annum |
| Other Benefits | Food, transportation, Insurance and other perks |
| Job Role | Trainee |
| Reporting Date | 05.06.2019 |
| Reporting Time | 08.00 a.m. |

Terms & Conditions:

1. Working 6 days a week, 8 hours per day as per labor law
2. Food and transportation will be provided by the company
3. Period of contract will be 2 years
4. Accommodation allowance is inclusive in the salary (if needed)

If you choose to accept this offer, please return the second copy of this letter duly signed in the space provided.

We look forward to a long-lasting relationship ahead.

Thank you.

Suresh Kumar
HR manager



22, B -Block C, Nehru Nagar, Trichy
Email: arathana@mirchicomputersolutions.com

12.12.2018

Dear MUTHU SOWMIYA. V,

Offer No.: MCS/2019/027

In reference to your interview we are glad to inform you that you have been selected for the position of software Engineer in our esteemed organization at our Trichy branch.

Details of employment are as below:

| Particulars | Details |
|-----------------|---|
| Employment Type | Full time |
| CTC | Rs.1.70/- Annum |
| Other Benefits | Food, transportation, Insurance and other perks |
| Job Role | Trainee |
| Reporting Date | 05.06.2019 |
| Reporting Time | 08.00 a.m. |

Terms & Conditions:

1. Working 6 days a week, 8 hours per day as per labor law
2. Food and transportation will be provided by the company
3. Period of contract will be 2 years
4. Accommodation allowance is inclusive in the salary (if needed)

If you choose to accept this offer, please return the second copy of this letter duly signed in the space provided.

We look forward to a long-lasting relationship ahead.

Thank you.

Suresh Kumar
HR manager



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

OFFER LETTER

To
R.SWATHI

Dear **R.SWATHI**,

We are pleased to inform that, you have been selected as **Software Trainee** in our organization. On joining you will be under probation for a period of 6 (Six) months from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Rupees 1,55,000/-** (Rupees One lakhs Fifty Five Thousand only). Subsequent to your successful completion of probation, you will be eligible for an annual salary package of **Rupees 1,70,000/-** (One Lakh Seventy thousand only). The detailed terms and conditions of your appointment shall be issue to you along with your appointment order.

At the time of joining you are required to sign a service bond with our organization. As per the bond, you will be required to serve the company for a period of at least 2 years from the date of joining. You are required to mandatorily possess a valid passport and income tax PAN card at the time of joining the company.

This letter of intent is valid subject to being completing your academic course with a minimum grade of first class or equivalent grade as specified at the time of your selection, or meeting the eligibility criteria.

Confirm your acceptance of this offer by signing it and returning it back to the organization.

Ref. No. : EGS/ST/2019/06

Date : 08.05.2019

With regards,

(SARA DAVID) ,Director/Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

OFFER LETTER

To
INDUMATHI G

Dear **INDUMATHI G**,

We are pleased to inform that, you have been selected as **Software Trainee** in our organization. On joining you will be under probation for a period of 6 (Six) months from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Rupees 1,55,000/-** (Rupees One lakhs Fifty Five Thousand only). Subsequent to your successful completion of probation, you will be eligible for an annual salary package of **Rupees 1,70,000/-** (One Lakh Seventy thousand only). The detailed terms and conditions of your appointment shall be issue to you along with your appointment order.

At the time of joining you are required to sign a service bond with our organization. As per the bond, you will be required to serve the company for a period of at least 2 years from the date of joining. You are required to mandatorily possess a valid passport and income tax PAN card at the time of joining the company.

This letter of intent is valid subject to being completing your academic course with a minimum grade of first class or equivalent grade as specified at the time of your selection, or meeting the eligibility criteria.

Confirm your acceptance of this offer by signing it and returning it back to the organization.

Ref. No. : EGS/ST/2019/07

Date : 08.05.2019

With regards,

(SARA DAVID) ,Director/Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

OFFER LETTER

To
SUREKA. R

Dear **SUREKA. R,**

We are pleased to inform that, you have been selected as **Software Trainee** in our organization. On joining you will be under probation for a period of 6 (Six) months from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Rupees 1,55,000/-** (Rupees One lakhs Fifty Five Thousand only). Subsequent to your successful completion of probation, you will be eligible for an annual salary package of **Rupees 1,70,000/-** (One Lakh Seventy thousand only). The detailed terms and conditions of your appointment shall be issue to you along with your appointment order.

At the time of joining you are required to sign a service bond with our organization. As per the bond, you will be required to serve the company for a period of at least 2 years from the date of joining. You are required to mandatorily possess a valid passport and income tax PAN card at the time of joining the company.

This letter of intent is valid subject to being completing your academic course with a minimum grade of first class or equivalent grade as specified at the time of your selection, or meeting the eligibility criteria.

Confirm your acceptance of this offer by signing it and returning it back to the organization.

Ref. No. : EGS/ST/2019/08

Date : 08.05.2019

With regards,

(SARA DAVID), Director/Joules Quare



JOULES QUARE

49/5, Floor 1, CSM Complex, Pon Nagar
Salem Main Road, Namakal- 637001
Email: saradavid@joulesquare.co.in

OFFER LETTER

To
Kanmani K.C

Dear **Kanmani. K.C**,

We are pleased to inform that, you have been selected as **Testing Engineer** in our organization. On joining you will be under probation for a period of 6 (Six) months from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Rupees 1,55,000/-** (Rupees One lakhs Fifty Five Thousand only). Subsequent to your successful completion of probation, you will be eligible for an annual salary package of **Rupees 1,70,000/-** (One lakhs Seventy thousand only). The detailed terms and conditions of your appointment shall be issue to you along with your appointment order.

At the time of joining you are required to sign a service bond with our organization. As per the bond, you will be required to serve the company for a period of at least 2 years from the date of joining. You are required to mandatorily possess a valid passport and income tax PAN card at the time of joining the company.

This letter of intent is valid subject to being completing your academic course with a minimum grade of first class or equivalent grade as specified at the time of your selection, or meeting the eligibility criteria.

Confirm your acceptance of this offer by signing it and returning it back to the organization.

Ref. No. : EGS/ST/2019/07

Date : 08.05.2019

With regards,

(SARA DAVID) ,Director/Joules Quare



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **ARAVIND S**,

Employee ID: **EGS/2018/2461**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,
Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **BAKYAVATHI J**,

Employee ID: **EGS/2018/2459**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **BALAMURUGAN G**,

Employee ID: **EGS/2018/2463**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,
Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **INBARAJAN P**,

Employee ID: **EGS/2018/2460**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign and send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **IYAPPAN S**,

Employee ID: **EGS/2018/2458**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **MANIKANDAN D**,

Employee ID: **EGS/2018/2462**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **PRABURAJAN K**,

Employee ID: **EGS/2018/2464**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,
Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **SRIPAN M**,

Employee ID: **EGS/2018/2465**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **SUDHARSON S**,

Employee ID: **EGS/2018/2456**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign and send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **SUNDHARESON S**,

Employee ID: **EGS/2018/2468**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign and send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance.

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **SWATHI G**,

Employee ID: **EGS/2018/2467**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **JEGAN.A**,

Employee ID: **EGS/2018/2457**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign and send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,
Municipal Licensed Surveyor.



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **PRAVEEN M R**,

Employee ID: **EGS/2018/2469**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign and send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,

Municipal Licensed Surveyor.

No. 18, First Floor, Sir Ahamed Sreet (Near Anna Selai)

Nagapattinam - 611001 e-mail: priyanbuilders@gmail.com



Date: 25.07.2019

LETTER OF APPOINTMENT

Dear **MOHAMED FAISAL KHAN K**,

Employee ID: **EGS/2018/2470**

SUB: Letter of appointment for the post of **Site Engineer**.

We are pleased to appoint you as the "**Site Engineer**" beginning from **August 2019**. We would like to offer our warm welcome to our company and wish you success during your tenure.

Should the proposed terms and conditions be favorable to you, and if you are therefore willing to accept this appointment, please sign the send copies of this letter.

If, however, we don't get a response by the end of office hours on the set date, the offer will automatically be withdrawn.

Your annual CTC will be **Rs.1.68 Lakh/annum** and incentives will be provided based on your performance

Welcome to the team, the company is looking forward to working with you.

Sincerely,

For

Priyan Builders

Er. Tamil Priyan

Consulting Civil Engineer,
Municipal Licensed Surveyor.



EmbedNs

Appointment No:201908131

To

Raguvaran K,

E.G.S.Pillay Engineering College,

Nagapattinam.

Sub: Appointment Letter for Support Engineer

Dear **Raguvaran K,**

We are pleased to inform you that you have been selected for the profile of "Support Engineer" based on the results of interviews conducted on Sep 10th 2018. Listed below are the terms and conditions of the employment as agrees upon:

1. The appointment with our organization is effective from the date of joining i.e. July 3rd 2019.
2. The complete list of your salary and other allowance that is enclosed with the letter.
3. You will be on three month probation with the company. The duration of probation period can be revised on the discretion of management depending upon your performance. During this period, you are not entitled for any for any paid leaves. And if any party wishes to call off this contract then it has to be done with a notice period of 7 days.
4. You will then be entitled for various other benefits as the employee of the company which will be mention in detailed in the letter.
5. Any increment in salary or rewards will be based on the performance parameters defined by the company and your performance will be measured against those parameters.
6. In case you are absent from work without any prior information then you will be entitled for loss of pay. Moreover, if you are absent from your work without information for more than four times in a year, management will have the discretionary power to take an action against you.
7. During your period of employment, you will have to maintain complete secrecy on projects you will be working on, about clients and the company.
8. You will have to update your knowledge by going for refreshers' courses to hone your skills, the fee for which will be borne by the company.



EmbedNs

9. Your annual Remuneration will be **Rs.1,66,835/- (Rupees one lakh sixty-six Thousand Eight Hundred and Thirty Five only).**

Organization contribution

| Particulars | Monthly pay | Annual pay |
|--------------------|---------------|-----------------|
| Employer PF | 660 | 7,920 |
| Employer ESI | 420 | 5,039 |
| Employer Insurance | | |
| Total | 1,080 | 12,959 |
| CTC | 14,000 | 1,66,835 |
| Take Home | 12,163 | 1,45,956 |

Terms and conditions:

1. You are required to produce all your certificates and documents. In addition, you would also be required to submit 3 passport size colour photographs and coy of the non-blank pages of your passport.
2. The company has the rights to decide / change the work location or deploy at offsite at any time with respect to the operational requirements.
3. You would render all reasonable duties and functions expected of you. During the tenure of your employment with the company, you will devote your abilities to the performance of the assignments given to you and agree to comply with company's existing and future policies as may be amended and supplemented from time to time.
4. You shall be present in the office during normal working hours or in shifts as may be communicated to you by your reporting manager. You may be required to come either early or stay late hours depending on the business needs and may have to work additional hours on request.

Regards

L. Suresh Kumar

HR Manager, EmbedNS



EmbedNs

Appointment No:201908132

To

Sathyabalan M,

E.G.S.Pillay Engineering College,

Nagapattinam.

Sub: Appointment Letter for Support Engineer

Dear **Sathyabalan M,**

We are pleased to inform you that you have been selected for the profile of "Support Engineer" based on the results of interviews conducted on Sep 10th 2018. Listed below are the terms and conditions of the employment as agrees upon:

1. The appointment with our organization is effective from the date of joining i.e. July 3rd 2019.
2. The complete list of your salary and other allowance that is enclosed with the letter.
3. You will be on three month probation with the company. The duration of probation period can be revised on the discretion of management depending upon your performance. During this period, you are not entitled for any for any paid leaves. And if any party wishes to call off this contract then it has to be done with a notice period of 7 days.
4. You will then be entitled for various other benefits as the employee of the company which will be mention in detailed in the letter.
5. Any increment in salary or rewards will be based on the performance parameters defined by the company and your performance will be measured against those parameters.
6. In case you are absent from work without any prior information then you will be entitled for loss of pay. Moreover, if you are absent from your work without information for more than four times in a year, management will have the discretionary power to take an action against you.
7. During your period of employment, you will have to maintain complete secrecy on projects you will be working on, about clients and the company.
8. You will have to update your knowledge by going for refreshers' courses to hone your skills, the fee for which will be borne by the company.



EmbedNS

9. Your annual Remuneration will be Rs.1,66,835/- (Rupees one lakh sixty-six Thousand Eight Hundred and Thirty Five only).

Organization contribution

| Particulars | Monthly pay | Annual pay |
|--------------------|-------------|------------|
| Employer PF | 660 | 7,920 |
| Employer ESI | 420 | 5,039 |
| Employer Insurance | | |
| Total | 1,080 | 12,959 |
| CTC | 14,000 | 1,66,835 |
| Take Home | 12,163 | 1,45,956 |

Terms and conditions:

1. You are required to produce all your certificates and documents. In addition, you would also be required to submit 3 passport size colour photographs and coy of the non-blank pages of your passport.
2. The company has the rights to decide / change the work location or deploy at offsite at any time with respect to the operational requirements.
3. You would render all reasonable duties and functions expected of you. During the tenure of your employment with the company, you will devote your abilities to the performance of the assignments given to you and agree to comply with company's existing and future policies as may be amended and supplemented from time to time.
4. You shall be present in the office during normal working hours or in shifts as may be communicated to you by your reporting manager. You may be required to come either early or stay late hours depending on the business needs and may have to work additional hours on request.

Regards

L. Suresh Kumar

HR Manager, EmbedNS



EmbedNs

Appointment No:201908123

To

Bharathi Raja M,

E.G.S.Pillay Engineering College,

Nagapattinam.

Sub: Appointment Letter for Support Engineer

Dear **Bharathi Raja M,**

We are pleased to inform you that you have been selected for the profile of "Support Engineer" based on the results of interviews conducted on Sep 10th 2018. Listed below are the terms and conditions of the employment as agrees upon:

1. The appointment with our organization is effective from the date of joining i.e. July 3rd 2019.
2. The complete list of your salary and other allowance that is enclosed with the letter.
3. You will be on three month probation with the company. The duration of probation period can be revised on the discretion of management depending upon your performance. During this period, you are not entitled for any for any paid leaves. And if any party wishes to call off this contract then it has to be done with a notice period of 7 days.
4. You will then be entitled for various other benefits as the employee of the company which will be mention in detailed in the letter.
5. Any increment in salary or rewards will be based on the performance parameters defined by the company and your performance will be measured against those parameters.
6. In case you are absent from work without any prior information then you will be entitled for loss of pay. Moreover, if you are absent from your work without information for more than four times in a year, management will have the discretionary power to take an action against you.
7. During your period of employment, you will have to maintain complete secrecy on projects you will be working on, about clients and the company.
8. You will have to update your knowledge by going for refreshers' courses to hone your skills, the fee for which will be borne by the company.



EmbedNS

9. Your annual Remuneration will be **Rs.1,66,835/- (Rupees one lakh sixty-six Thousand Eight Hundred and Thirty Five only).**

Organization contribution

| Particulars | Monthly pay | Annual pay |
|--------------------|--------------|---------------|
| Employer PF | 660 | 7,920 |
| Employer ESI | 420 | 5,039 |
| Employer Insurance | | |
| Total | 1,080 | 12,959 |
| CTC | 14,000 | 1,66,835 |
| Take Home | 12,163 | 1,45,956 |

Terms and conditions:

1. You are required to produce all your certificates and documents. In addition, you would also be required to submit 3 passport size colour photographs and coy of the non-blank pages of your passport.
2. The company has the rights to decide / change the work location or deploy at offsite at any time with respect to the operational requirements.
3. You would render all reasonable duties and functions expected of you. During the tenure of your employment with the company, you will devote your abilities to the performance of the assignments given to you and agree to comply with company's existing and future policies as may be amended and supplemented from time to time.
4. You shall be present in the office during normal working hours or in shifts as may be communicated to you by your reporting manager. You may be required to come either early or stay late hours depending on the business needs and may have to work additional hours on request.

Regards

L. Suresh Kumar

HR Manager, EmbedNS



EmbedNs

Appointment No: **201908128**

To

Kamaleswari A,

E.G.S.Pillay Engineering College,

Nagapattinam.

Sub: Appointment Letter for Support Engineer

Dear **Kamaleswari A,**

We are pleased to inform you that you have been selected for the profile of "Support Engineer" based on the results of interviews conducted on Sep 10th 2018. Listed below are the terms and conditions of the employment as agrees upon:

1. The appointment with our organization is effective from the date of joining i.e. July 3rd 2019.
2. The complete list of your salary and other allowance that is enclosed with the letter.
3. You will be on three month probation with the company. The duration of probation period can be revised on the discretion of management depending upon your performance. During this period, you are not entitled for any for any paid leaves. And if any party wishes to call off this contract then it has to be done with a notice period of 7 days.
4. You will then be entitled for various other benefits as the employee of the company which will be mention in detailed in the letter.
5. Any increment in salary or rewards will be based on the performance parameters defined by the company and your performance will be measured against those parameters.
6. In case you are absent from work without any prior information then you will be entitled for loss of pay. Moreover, if you are absent from your work without information for more than four times in a year, management will have the discretionary power to take an action against you.
7. During your period of employment, you will have to maintain complete secrecy on projects you will be working on, about clients and the company.
8. You will have to update your knowledge by going for refreshers' courses to hone your skills, the fee for which will be borne by the company.



EmbedNS

9. Your annual Remuneration will be **Rs.1,66,835/- (Rupees one lakh sixty-six Thousand Eight Hundred and Thirty Five only).**

Organization contribution

| Particulars | Monthly pay | Annual pay |
|--------------------|--------------|---------------|
| Employer PF | 660 | 7,920 |
| Employer ESI | 420 | 5,039 |
| Employer Insurance | | |
| Total | 1,080 | 12,959 |
| CTC | 14,000 | 1,66,835 |
| Take Home | 12,163 | 1,45,956 |

Terms and conditions:

1. You are required to produce all your certificates and documents. In addition, you would also be required to submit 3 passport size colour photographs and coy of the non-blank pages of your passport.
2. The company has the rights to decide / change the work location or deploy at offsite at any time with respect to the operational requirements.
3. You would render all reasonable duties and functions expected of you. During the tenure of your employment with the company, you will devote your abilities to the performance of the assignments given to you and agree to comply with company's existing and future policies as may be amended and supplemented from time to time.
4. You shall be present in the office during normal working hours or in shifts as may be communicated to you by your reporting manager. You may be required to come either early or stay late hours depending on the business needs and may have to work additional hours on request.

Regards

L. Suresh Kumar

HR Manager, EmbedNS



EmbedNs

Appointment No:201908126

To

Mahaprabu S,

E.G.S.Pillay Engineering College,

Nagapattinam.

Sub: Appointment Letter for Support Engineer

Dear **Mahaprabu S,**

We are pleased to inform you that you have been selected for the profile of "Support Engineer" based on the results of interviews conducted on Sep 10th 2018. Listed below are the terms and conditions of the employment as agrees upon:

1. The appointment with our organization is effective from the date of joining i.e. July 3rd 2019.
2. The complete list of your salary and other allowance that is enclosed with the letter.
3. You will be on three month probation with the company. The duration of probation period can be revised on the discretion of management depending upon your performance. During this period, you are not entitled for any for any paid leaves. And if any party wishes to call off this contract then it has to be done with a notice period of 7 days.
4. You will then be entitled for various other benefits as the employee of the company which will be mention in detailed in the letter.
5. Any increment in salary or rewards will be based on the performance parameters defined by the company and your performance will be measured against those parameters.
6. In case you are absent from work without any prior information then you will be entitled for loss of pay. Moreover, if you are absent from your work without information for more than four times in a year, management will have the discretionary power to take an action against you.
7. During your period of employment, you will have to maintain complete secrecy on projects you will be working on, about clients and the company.
8. You will have to update your knowledge by going for refreshers' courses to hone your skills, the fee for which will be borne by the company.



EmbedNs

9. Your annual Remuneration will be **Rs.1,66,835/- (Rupees one lakh sixty-six Thousand Eight Hundred and Thirty Five only).**

Organization contribution

| Particulars | Monthly pay | Annual pay |
|--------------------|-------------|------------|
| Employer PF | 660 | 7,920 |
| Employer ESI | 420 | 5,039 |
| Employer Insurance | | |
| Total | 1,080 | 12,959 |
| CTC | 14,000 | 1,66,835 |
| Take Home | 12,163 | 1,45,956 |

Terms and conditions:

1. You are required to produce all your certificates and documents. In addition, you would also be required to submit 3 passport size colour photographs and coy of the non-blank pages of your passport.
2. The company has the rights to decide / change the work location or deploy at offsite at any time with respect to the operational requirements.
3. You would render all reasonable duties and functions expected of you. During the tenure of your employment with the company, you will devote your abilities to the performance of the assignments given to you and agree to comply with company's existing and future policies as may be amended and supplemented from time to time.
4. You shall be present in the office during normal working hours or in shifts as may be communicated to you by your reporting manager. You may be required to come either early or stay late hours depending on the business needs and may have to work additional hours on request.

Regards

L. Suresh Kumar

HR Manager, EmbedNS



EmbedNs

Appointment No:201908127

To

Pavidhra V,

E.G.S.Pillay Engineering College,

Nagapattinam.

Sub: Appointment Letter for Support Engineer

Dear **Pavidhra V,**

We are pleased to inform you that you have been selected for the profile of "Support Engineer" based on the results of interviews conducted on Sep 10th 2018. Listed below are the terms and conditions of the employment as agrees upon:

1. The appointment with our organization is effective from the date of joining i.e. July 3rd 2019.
2. The complete list of your salary and other allowance that is enclosed with the letter.
3. You will be on three month probation with the company. The duration of probation period can be revised on the discretion of management depending upon your performance. During this period, you are not entitled for any for any paid leaves. And if any party wishes to call off this contract then it has to be done with a notice period of 7 days.
4. You will then be entitled for various other benefits as the employee of the company which will be mention in detailed in the letter.
5. Any increment in salary or rewards will be based on the performance parameters defined by the company and your performance will be measured against those parameters.
6. In case you are absent from work without any prior information then you will be entitled for loss of pay. Moreover, if you are absent from your work without information for more than four times in a year, management will have the discretionary power to take an action against you.
7. During your period of employment, you will have to maintain complete secrecy on projects you will be working on, about clients and the company.
8. You will have to update your knowledge by going for refreshers' courses to hone your skills, the fee for which will be borne by the company.



EmbedNs

9. Your annual Remuneration will be **Rs.1,66,835/- (Rupees one lakh sixty-six Thousand Eight Hundred and Thirty Five only).**

Organization contribution

| Particulars | Monthly pay | Annual pay |
|--------------------|---------------|-----------------|
| Employer PF | 660 | 7,920 |
| Employer ESI | 420 | 5,039 |
| Employer Insurance | | |
| Total | 1,080 | 12,959 |
| CTC | 14,000 | 1,66,835 |
| Take Home | 12,163 | 1,45,956 |

Terms and conditions:

1. You are required to produce all your certificates and documents. In addition, you would also be required to submit 3 passport size colour photographs and coy of the non-blank pages of your passport.
2. The company has the rights to decide / change the work location or deploy at offsite at any time with respect to the operational requirements.
3. You would render all reasonable duties and functions expected of you. During the tenure of your employment with the company, you will devote your abilities to the performance of the assignments given to you and agree to comply with company's existing and future policies as may be amended and supplemented from time to time.
4. You shall be present in the office during normal working hours or in shifts as may be communicated to you by your reporting manager. You may be required to come either early or stay late hours depending on the business needs and may have to work additional hours on request.

Regards

L. Suresh Kumar

HR Manager, EmbedNS



SUNDARAM FINANCE
Enduring values. New age thinking.

Date : 13.03.2019

Dear **KEERTHANA A,**

Sub: Offer Letter of Sundaram Finance private limited company – SF/BE-116

This letter is being issued to you, to fulfill the requirements of this company and we are pleased to issue this formal appointment letter to you.

We are pleased to inform you that at the campus recruitment held on **13.03.2019** and Board of director of the company have approved your appointment as a **Sales executive** of this company with the salary of **Rs.13,300** (thirteen thousand and three hundred only).

This letter will set out the terms of your appointment and your roles, duties, responsibilities and liability as a Sales Executive of Company.

Kindly return the duplicate copy of this letter, the following data and the terms of appointment enclosed herewith, duly signed by you in confirmation.

1. Recent passport size photos (4 copies)
2. Proof of educational qualification
3. Copy of this appointment order with sign

Thank you,

M. [Signature]

For Sundaram Finance Pvt. Ltd,

Agreed and Accepted

Name :

Signature :

Sundaram finance Pvt.Ltd ,2nd Cross Street, 3rd Floor Neelangarai Chennai Phone: 9232565454

www.sundaramfinance.com



SUNDARAM FINANCE
Enduring values. New age thinking.

Date : 13.03.2019

Dear MOHAMED NASAR.M,

Sub: Offer Letter of Sundaram Finance private limited company – SF/BE-117

This letter is being issued to you, to fulfill the requirements of this company and we are pleased to issue this formal appointment letter to you.

We are pleased to inform you that at the campus recruitment held on 13.03.2019 and Board of director of the company have approved your appointment as a **Sales executive** of this company with the salary of **Rs.13,300** (thirteen thousand and three hundred only).

This letter will set out the terms of your appointment and your roles, duties, responsibilities and liability as a Sales Executive of Company.

Kindly return the duplicate copy of this letter, the following data and the terms of appointment enclosed herewith, duly signed by you in confirmation.

1. Recent passport size photos (4 copies)
2. Proof of educational qualification
3. Copy of this appointment order with sign

Thank you,

For Sundaram Finance Pvt. Ltd,

Agreed and Accepted

Name :

Signature :

Sundaram finance Pvt.Ltd ,2nd Cross Street, 3rd Floor Neelangerai Chennai Phone: 9232565454

www.sundaramfinance.com



SUNDARAM FINANCE
Enduring values. New age thinking.

Date : 13.03.2019

Dear Nagalakshmi R,

Sub: Offer Letter of Sundaram Finance private limited company – SF/BE-118

This letter is being issued to you, to fulfill the requirements of this company and we are pleased to issue this formal appointment letter to you.

We are pleased to inform you that at the campus recruitment held on **13.03.2019** and Board of director of the company have approved your appointment as a **Sales executive** of this company with the salary of **Rs.13,300** (thirteen thousand and three hundred only).

This letter will set out the terms of your appointment and your roles, duties, responsibilities and liability as a Sales Executive of Company.

Kindly return the duplicate copy of this letter, the following data and the terms of appointment enclosed herewith, duly signed by you in confirmation.

1. Recent passport size photos (4 copies)
2. Proof of educational qualification
3. Copy of this appointment order with sign

Thank you,

For Sundaram Finance Pvt. Ltd,

Agreed and Accepted

Name :

Signature :

Sundaram finance Pvt.Ltd ,2nd Cross Street, 3rd Floor Neelangarai Chennai Phone: 9232565454

www.sundaramfinance.com



SUNDARAM FINANCE
Enduring values. New age thinking.

Date : 13.03.2019

Dear PAVITHRA .M,

Sub: Offer Letter of Sundaram Finance private limited company – SF/BE-119

This letter is being issued to you, to fulfill the requirements of this company and we are pleased to issue this formal appointment letter to you.

We are pleased to inform you that at the campus recruitment held on 13.03.2019 and Board of director of the company have approved your appointment as a **Sales executive** of this company with the salary of **Rs.13,300** (thirteen thousand and three hundred only).

This letter will set out the terms of your appointment and your roles, duties, responsibilities and liability as a Sales Executive of Company.

Kindly return the duplicate copy of this letter, the following data and the terms of appointment enclosed herewith, duly signed by you in confirmation.

1. Recent passport size photos (4 copies)
2. Proof of educational qualification
3. Copy of this appointment order with sign

Thank you,

For Sundaram Finance Pvt. Ltd,

Agreed and Accepted

Name :

Signature :

Sundaram finance Pvt.Ltd ,2nd Cross Street, 3rd Floor Neelangerai Chennai Phone: 9232565454

www.sundaramfinance.com



SUNDARAM FINANCE
Enduring values. New age thinking.

Date : 13.03.2019

Dear PRAKASHRAJ.R,

Sub: Offer Letter of Sundaram Finance private limited company – SF/BE-120

This letter is being issued to you, to fulfill the requirements of this company and we are pleased to issue this formal appointment letter to you.

We are pleased to inform you that at the campus recruitment held on **13.03.2019** and Board of director of the company have approved your appointment as a **Sales executive** of this company with the salary of **Rs.13,300** (thirteen thousand and three hundred only).

This letter will set out the terms of your appointment and your roles, duties, responsibilities and liability as a Sales Executive of Company.

Kindly return the duplicate copy of this letter, the following data and the terms of appointment enclosed herewith, duly signed by you in confirmation.

1. Recent passport size photos (4 copies)
2. Proof of educational qualification
3. Copy of this appointment order with sign

Thank you,

For Sundaram Finance Pvt. Ltd,

Agreed and Accepted

Name :

Signature :

Sundaram finance Pvt.Ltd ,2nd Cross Street, 3rd Floor Neelangarai Chennai Phone: 9232565454

www.sundaramfinance.com



Private & Confidential

Dated: 28 Feb 2019

Employee ID: Foc/che/Batch_15783

FARVIS MOHAMED S

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us during campus drive, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred Only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

As agreed by you, you are requested to join us in the month of May 2019. Firm date will be intimated separately. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,

For FocusR Consultancy and Technologies Pvt. Ltd.

Nadarajan S
Senior Manager- HR

Accepted

FARVIS MOHAMED S

FocusR Consultancy and Technologies (P) Ltd.

#183, 1st Floor, 4th Street, Y Block, Anna Nagar, Chennai, Tamil Nadu - 600040, INDIA.

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

| S. No. Copies | PARTICULARS | No. of |
|---------------------------------|--|---------------|
| EDUCATIONAL CERTIFICATES | | |
| 1 | 10th (Mark Sheets / Passing Certificate) | 1 |
| 2 | 12th (Mark Sheets / Passing Certificate) | 1 |
| 3 | Graduation Degree / Provisional Certificate / Mark Sheets | 1 |
| 4 | PG Degree / Provisional Certificate / Mark Sheets (If Any) | 1 |
| 5 | Software Certificates (If Any) | 1 |
| RESIDENCE PROOF | | |
| 6 | Rationcard | 1 |
| 7 | Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent'sname) | 1 |
| IDENTITY PROOF | | |
| 8 | DrivingLicense | 1 |
| 9 | Voter IdentityCard | 1 |
| NECESSARY DOCUMENTS | | |
| 10 | Passport | 1 |
| 11 | PAN Card | 2 |
| 12 | Aadhar | 2 |
| OTHER DOCUMENTS | | |
| 12 | Passport size Photograph (Colour) | 4 |
| 13 | Relieving Letters of allpreviousemployments | 1 |

Please note that it is mandatory to:

- Carry originals at the time of joining for crossverification.
- Submit the duly signed serviceagreement.
- Know your blood group and date of birth ofparents.

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non-South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 2,500 |

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 5,000 |

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 3,000 |

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 5,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 7,000 |

Other non-South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non-South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 4,000 |
| Accommodation | - | 5,000 |

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent monthonly. Company will arrange accommodation to all consultants for initial five days. Consultants have to arrange a suitable accommodation within these five days and claim the OSA accordingly. *The 5 days period is given to help the employees to find a suitable accommodation for themselves.*

Private & Confidential

Dated: 28 Feb 2019

Employee ID: Foc/che/Batch_15662

Thendral B

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us during campus drive, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred Only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

As agreed by you, you are requested to join us in the month of May 2019. Firm date will be intimated separately. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,

For FocusR Consultancy and Technologies Pvt. Ltd.



Nadarajan S
Senior Manager- HR

Accepted



Thendral B

FocusR Consultancy and Technologies (P) Ltd.

4/83, 1st Floor, 4th Street, Y Block, Anna Nagar, Chennai, Tamil Nadu - 600040, INDIA.

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

| S. No. Copies | PARTICULARS | No. of |
|---------------------------------|---|---------------|
| EDUCATIONAL CERTIFICATES | | |
| 1 | 10th (Mark Sheets / Passing Certificate) | 1 |
| 2 | 12th (Mark Sheets / Passing Certificate) | 1 |
| 3 | Graduation Degree / Provisional Certificate / Mark Sheets | 1 |
| 4 | PG Degree / Provisional Certificate / Mark Sheets (If Any) | 1 |
| 5 | Software Certificates (If Any) | 1 |
| RESIDENCE PROOF | | |
| 6 | Rationcard | 1 |
| 7 | Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent's name) | 1 |
| IDENTITY PROOF | | |
| 8 | Driving License | 1 |
| 9 | Voter Identity Card | 1 |
| NECESSARY DOCUMENTS | | |
| 10 | Passport | 1 |
| 11 | PAN Card | 2 |
| 12 | Aadhar | 2 |
| OTHER DOCUMENTS | | |
| 12 | Passport size Photograph (Colour) | 4 |
| 13 | Relieving Letters of all previous employments | 1 |

Please note that it is mandatory to:

- Carry originals at the time of joining for cross verification.
- Submit the duly signed service agreement.
- Know your blood group and date of birth of parents.

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non-South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 2,500 |

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 5,000 |

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 3,000 |

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 5,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 7,000 |

Other non-South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non-South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 4,000 |
| Accommodation | - | 5,000 |

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent monthonly. Company will arrange accommodation to all consultants for initial five days. Consultants have to arrange a suitable accommodation within these five days and claim the OSA accordingly. *The 5 days period is given to help the employees to find a suitable accommodation for themselves.*

Private & Confidential

Dated: 28 Feb 2019

Employee ID: Foc/che/Batch_15850

Ajimohamed S

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us during campus drive, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred Only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

As agreed by you, you are requested to join us in the month of May 2019. Firm date will be intimated separately. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

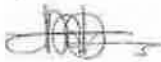
Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,

For FocusR Consultancy and Technologies Pvt. Ltd.



Nadarajans
Senior Manager- HR

Accepted

Ajimohamed S

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

| S. No. Copies | PARTICULARS | No. of |
|---------------------------------|--|---------------|
| EDUCATIONAL CERTIFICATES | | |
| 1 | 10th (Mark Sheets / Passing Certificate) | 1 |
| 2 | 12th (Mark Sheets / Passing Certificate) | 1 |
| 3 | Graduation Degree / Provisional Certificate / Mark Sheets | 1 |
| 4 | PG Degree / Provisional Certificate / Mark Sheets (If Any) | 1 |
| 5 | Software Certificates (If Any) | 1 |
| RESIDENCE PROOF | | |
| 6 | Rationcard | 1 |
| 7 | Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent'sname) | 1 |
| IDENTITY PROOF | | |
| 8 | DrivingLicense | 1 |
| 9 | Voter IdentityCard | 1 |
| NECESSARY DOCUMENTS | | |
| 10 | Passport | 1 |
| 11 | PAN Card | 2 |
| 12 | Aadhar | 2 |
| OTHER DOCUMENTS | | |
| 12 | Passport size Photograph (Colour) | 4 |
| 13 | Relieving Letters of allpreviousemployments | 1 |

Please note that it is mandatory to:

- Carry originals at the time of joining for crossverification.
- Submit the duly signed serviceagreement.
- Know your blood group and date of birth ofparents.

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non-South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 2,500 |

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 5,000 |

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 3,000 |

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 5,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 7,000 |

Other non-South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non-South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 4,000 |
| Accommodation | - | 5,000 |

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent monthonly. Company will arrange accommodation to all consultants for initial five days. Consultants have to arrange a suitable accommodation within these five days and claim the OSA accordingly. *The 5 days period is given to help the employees to find a suitable accommodation for themselves.*

Private & Confidential

Dated: 28 Feb 2019

Employee ID: Foc/che/Batch_15459

AYYAPPAN D

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us during campus drive, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred Only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

As agreed by you, you are requested to join us in the month of May 2019. Firm date will be intimated separately. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,

For FocusR Consultancy and Technologies Pvt. Ltd.



NadarajanS
Senior Manager- HR

Accepted

AYYAPPAN D

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non-South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 2,500 |

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 5,000 |

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 3,000 |

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 5,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 7,000 |

Other non-South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non-South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 4,000 |
| Accommodation | - | 5,000 |

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent monthonly. Company will arrange accommodation to all consultants for initial five days. Consultants have to arrange a suitable accommodation within these five days and claim the OSA accordingly. *The 5 days period is given to help the employees to find a suitable accommodation for themselves.*

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

| S. No. Copies | PARTICULARS | No. of |
|---------------------------------|---|---------------|
| EDUCATIONAL CERTIFICATES | | |
| 1 | 10th (Mark Sheets / Passing Certificate) | 1 |
| 2 | 12th (Mark Sheets / Passing Certificate) | 1 |
| 3 | Graduation Degree / Provisional Certificate / Mark Sheets | 1 |
| 4 | PG Degree / Provisional Certificate / Mark Sheets (If Any) | 1 |
| 5 | Software Certificates (If Any) | 1 |
| RESIDENCE PROOF | | |
| 6 | Rationcard | 1 |
| 7 | Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent's name) | 1 |
| IDENTITY PROOF | | |
| 8 | Driving License | 1 |
| 9 | Voter Identity Card | 1 |
| NECESSARY DOCUMENTS | | |
| 10 | Passport | 1 |
| 11 | PAN Card | 2 |
| 12 | Aadhar | 2 |
| OTHER DOCUMENTS | | |
| 12 | Passport size Photograph (Colour) | 4 |
| 13 | Relieving Letters of all previous employments | 1 |

Please note that it is mandatory to:

- Carry originals at the time of joining for cross verification.
- Submit the duly signed service agreement.
- Know your blood group and date of birth of parents.

Private & Confidential

Dated: 28 Feb 2019

Employee ID: Foc/che/Batch_15971

SATHISHKUMAR

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us during campus drive, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred Only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

As agreed by you, you are requested to join us in the month of May 2019. Firm date will be intimated separately. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,

For FocusR Consultancy and Technologies Pvt. Ltd.



Nadarajan S
Senior Manager- HR

Accepted

SATHISHKUMAR

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

| S. No. Copies | PARTICULARS | No. of |
|---------------------------------|---|---------------|
| EDUCATIONAL CERTIFICATES | | |
| 1 | 10th (Mark Sheets / Passing Certificate) | 1 |
| 2 | 12th (Mark Sheets / Passing Certificate) | 1 |
| 3 | Graduation Degree / Provisional Certificate / Mark Sheets | 1 |
| 4 | PG Degree / Provisional Certificate / Mark Sheets (If Any) | 1 |
| 5 | Software Certificates (If Any) | 1 |
| RESIDENCE PROOF | | |
| 6 | Rationcard | 1 |
| 7 | Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent's name) | 1 |
| IDENTITY PROOF | | |
| 8 | Driving License | 1 |
| 9 | Voter Identity Card | 1 |
| NECESSARY DOCUMENTS | | |
| 10 | Passport | 1 |
| 11 | PAN Card | 2 |
| 12 | Aadhar | 2 |
| OTHER DOCUMENTS | | |
| 12 | Passport size Photograph (Colour) | 4 |
| 13 | Relieving Letters of all previous employments | 1 |

Please note that it is mandatory to:

- Carry originals at the time of joining for cross verification.
- Submit the duly signed service agreement.
- Know your blood group and date of birth of parents.

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non-South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 2,500 |

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 5,000 |

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 3,000 |

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 5,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 7,000 |

Other non-South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non-South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 4,000 |
| Accommodation | - | 5,000 |

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent monthonly. Company will arrange accommodation to all consultants for initial five days. Consultants have to arrange a suitable accommodation within these five days and claim the OSA accordingly. *The 5 days period is given to help the employees to find a suitable accommodation for themselves.*



Private & Confidential

Dated: 28 Feb 2019

Employee ID: Foc/che/Batch_15941

SATHYAN

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us during campus drive, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred Only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

As agreed by you, you are requested to join us in the month of May 2019. Firm date will be intimated separately. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,

For FocusR Consultancy and Technologies Pvt. Ltd.

NadarajanS
Senior Manager- HR

Accepted

SATHYAN

FocusR Consultancy and Technologies (P) Ltd.

4Y83, 1st Floor, 4th Street, Y Block, Anna Nagar, Chennai, Tamil Nadu - 600040, INDIA.

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

| S. No. Copies | PARTICULARS | No. of |
|---------------------------------|---|---------------|
| EDUCATIONAL CERTIFICATES | | |
| 1 | 10th (Mark Sheets / Passing Certificate) | 1 |
| 2 | 12th (Mark Sheets / Passing Certificate) | 1 |
| 3 | Graduation Degree / Provisional Certificate / Mark Sheets | 1 |
| 4 | PG Degree / Provisional Certificate / Mark Sheets (If Any) | 1 |
| 5 | Software Certificates (If Any) | 1 |
| RESIDENCE PROOF | | |
| 6 | Rationcard | 1 |
| 7 | Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent's name) | 1 |
| IDENTITY PROOF | | |
| 8 | Driving License | 1 |
| 9 | Voter Identity Card | 1 |
| NECESSARY DOCUMENTS | | |
| 10 | Passport | 1 |
| 11 | PAN Card | 2 |
| 12 | Aadhar | 2 |
| OTHER DOCUMENTS | | |
| 12 | Passport size Photograph (Colour) | 4 |
| 13 | Relieving Letters of all previous employments | 1 |

Please note that it is mandatory to:

- Carry originals at the time of joining for cross verification.
- Submit the duly signed service agreement.
- Know your blood group and date of birth of parents.

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non-South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 2,500 |

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 5,000 |

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 3,000 |

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 5,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 7,000 |

Other non-South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non-South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 4,000 |
| Accommodation | - | 5,000 |

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent month only. Company will arrange accommodation to all consultants for initial five days. Consultants have to arrange a suitable accommodation within these five days and claim the OSA accordingly. *The 5 days period is given to help the employees to find a suitable accommodation for themselves.*



Private & Confidential

Dated: 28 Feb 2019

Employee ID: Foc/che/Batch_15450

VIJAY

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us during campus drive, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred Only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

As agreed by you, you are requested to join us in the month of May 2019. Firm date will be intimated separately. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,

For FocusR Consultancy and Technologies Pvt. Ltd.

NadarajanS
Senior Manager- HR

Accepted

VIJAY

FocusR Consultancy and Technologies (P) Ltd.

4Y83, 1st Floor, 4th Street, Y Block, Anna Nagar, Chennai, Tamil Nadu - 600040, INDIA.

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

| S. No. | PARTICULARS | No. of |
|---------------------------------|---|---------------|
| Copies | | |
| EDUCATIONAL CERTIFICATES | | |
| 1 | 10th (Mark Sheets / Passing Certificate) | 1 |
| 2 | 12th (Mark Sheets / Passing Certificate) | 1 |
| 3 | Graduation Degree / Provisional Certificate / Mark Sheets | 1 |
| 4 | PG Degree / Provisional Certificate / Mark Sheets (If Any) | 1 |
| 5 | Software Certificates (If Any) | 1 |
| RESIDENCE PROOF | | |
| 6 | Rationcard | 1 |
| 7 | Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent's name) | 1 |
| IDENTITY PROOF | | |
| 8 | Driving License | 1 |
| 9 | Voter Identity Card | 1 |
| NECESSARY DOCUMENTS | | |
| 10 | Passport | 1 |
| 11 | PAN Card | 2 |
| 12 | Aadhar | 2 |
| OTHER DOCUMENTS | | |
| 12 | Passport size Photograph (Colour) | 4 |
| 13 | Relieving Letters of all previous employments | 1 |

Please note that it is mandatory to:

- Carry originals at the time of joining for cross verification.
- Submit the duly signed service agreement.
- Know your blood group and date of birth of parents.

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non-South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 2,500 |

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 5,000 |

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 3,000 |

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 5,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 7,000 |

Other non-South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non-South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 4,000 |
| Accommodation | - | 5,000 |

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent monthonly. Company will arrange accommodation to all consultants for initial five days. Consultants have to arrange a suitable accommodation within these five days and claim the OSA accordingly. *The 5 days period is given to help the employees to find a suitable accommodation for themselves.*

Private & Confidential

Dated: 28 Feb 2019

Employee ID: Foc/che/Batch_15641

THIRUMURUGAN

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us during campus drive, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred Only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

As agreed by you, you are requested to join us in the month of May 2019. Firm date will be intimated separately. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,

For FocusR Consultancy and Technologies Pvt. Ltd.



NadarajanS
Senior Manager- HR

Accepted

THIRUMURUGAN

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

| S. No. Copies | PARTICULARS | No. of |
|---------------------------------|--|---------------|
| EDUCATIONAL CERTIFICATES | | |
| 1 | 10th (Mark Sheets / Passing Certificate) | 1 |
| 2 | 12th (Mark Sheets / Passing Certificate) | 1 |
| 3 | Graduation Degree / Provisional Certificate / Mark Sheets | 1 |
| 4 | PG Degree / Provisional Certificate / Mark Sheets (If Any) | 1 |
| 5 | Software Certificates (If Any) | 1 |
| RESIDENCE PROOF | | |
| 6 | Rationcard | 1 |
| 7 | Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent'sname) | 1 |
| IDENTITY PROOF | | |
| 8 | DrivingLicense | 1 |
| 9 | Voter IdentityCard | 1 |
| NECESSARY DOCUMENTS | | |
| 10 | Passport | 1 |
| 11 | PAN Card | 2 |
| 12 | Aadhar | 2 |
| OTHER DOCUMENTS | | |
| 12 | Passport size Photograph (Colour) | 4 |
| 13 | Relieving Letters of allpreviousemployments | 1 |

Please note that it is mandatory to:

- Carry originals at the time of joining for crossverification.
- Submit the duly signed serviceagreement.
- Know your blood group and date of birth ofparents.

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non-South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 2,500 |

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 2,500 |
| Conveyance expenses | - | 2,500 |
| Accommodation | - | 5,000 |

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 3,000 |

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 5,000 |
| Conveyance expenses | - | 3,000 |
| Accommodation | - | 7,000 |

Other non-South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non-South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

| | | |
|---------------------|---|-------|
| Food | - | 3,000 |
| Conveyance expenses | - | 4,000 |
| Accommodation | - | 5,000 |

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent monthonly. Company will arrange accommodation to all consultants for initial five days. Consultants have to arrange a suitable accommodation within these five days and claim the OSA accordingly. *The 5 days period is given to help the employees to find a suitable accommodation for themselves.*



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-451

To:

ABINAYA S
820815103001

Subject: Letter of Appointment for Site Supervisor

Dear ABINAYA S,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000 -(Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

- If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er. A. Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-445

To:

ARULMURUGAN A
820815103012

Subject: Letter of Appointment for Site Supervisor

Dear ARULMURUGAN A,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000/- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar
ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-460

To:

ARUN D
820815103013

Subject: Letter of Appointment for Site Supervisor

Dear ARUN D,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000/- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er. A. Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-443

To:

DINESHKUMAR S
820815103020

Subject: Letter of Appointment for Site Supervisor

Dear DINESHKUMAR S,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs. 12000:- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-454

To:

HARIKRISHNAN P
820815103028

Subject: Letter of Appointment for Site Supervisor

Dear **HARIKRISHNAN P**,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs. 12000:- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.'

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar
ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-448

To:

KESAVARAYAN B
820815103043

Subject: Letter of Appointment for Site Supervisor

Dear **KESAVARAYAN B.**

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000.-(Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-456

To:

MOHAMED BAHRUDEEN M
820815103052

Subject: Letter of Appointment for Site Supervisor

Dear **MOHAMED BAHRUDEEN M.**

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000/- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar
ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-461

To:

RAJESHKANNA A D
820815103069

Subject: Letter of Appointment for Site Supervisor

Dear RAJESHKANNA A D,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000/- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar
ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-457

To:

SANTHANAKRISHNAN R
820815103072

Subject: Letter of Appointment for Site Supervisor

Dear **SANTHANAKRISHNAN R**,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000/- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-458

To:

**VEERAMANIA
820815103013**

Subject: Letter of Appointment for Site Supervisor

Dear **VEERAMANIA**,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000/- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar
ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-459

To:

NAVEETHAHAMED M
820815103706

Subject: Letter of Appointment for Site Supervisor

Dear **NAVEETHAHAMED M**,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000/- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er.A.Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-462

To:

PRADEEP T
820815103062

Subject: Letter of Appointment for Site Supervisor

Dear **PRADEEP T**,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs.12000/- (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er. A. Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-463

To:

G.LAKSHMAN SURIYA PRAKASH
820815103702

Subject: Letter of Appointment for Site Supervisor

Dear **G.LAKSHMAN SURIYA PRAKASH**,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs. **12000/-** (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes.

Thanks,

For Rohit Builders,

Er. A. Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

Employee ID: 2019-OD-464

To:

MOHAMED NAVAS J
820815103054

Subject: Letter of Appointment for Site Supervisor

Dear MOHAMED NAVAS J,

With reference to your discussions with us, we have the pleasure in offering you appointment in our organization, Rohit Builders on **01-07-2019** as Site Supervisor. Your posting will be at Pollachi Main Road, Othakalmandapam, Coimbatore site initially.

Your salary will be of Rs. **12000/-** (Rupees Twelve Thousand only) as informed earlier during the process of interview.

During the tenure of your service with us you will not take up any employment or assignment on remuneration or honorarium, with any other organization, person or body of person without the consent of Management in writing.

As per rules of Rohit Builders, you would be on probation for a period of six months from the date of your joining duties with us, after which you would be confirmed based on your satisfactory performance.

Your job responsibilities covers (but will not be limited to) :

- Work with engineers, architects etc. to identify the in-depth details of the project;
- Collect permits and licenses from related authorities;
- Determine required resources with attention to budgetary limitations;
- Ensure deadlines to be met;
- Conduct equipment and material acquisition and monitor stocks;
- Regular Inspection at construction site;
- Supervising all the contractors and sub-contractors;
- Supervising all the workers and staff at the construction site;
- Evaluate project progress and create detailed reports;
- Ensure all health and safety standards are adhered on site

On behalf of the company you would be a decision maker at the construction site.

On regular intervals of one week you have to report to the main office for reporting all details of the construction site. You might also be required to report to your immediate manager if any urgency arises.

You may terminate this appointment by giving written three months' notice to the organization.



Pollachi Main Rd, Othakalmandapam,
Coimbatore 641032.

If you are found with any malpractices, the organization will be the sole decision maker for the continuation of your employment.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

We welcome you to Rohit Builders and look forward to a long and fruitful association.

Best wishes,

Thanks,

For Rohit Builders,

Er. A. Mohan Kumar

ROHIT BUILDERS
Pollachi Main Road,
Othakalmandapam,
Coimbatore - 641 032

Date: 20-03-2019

Place: Othakalmandapam



Date: 07 June 2019

Letter of Intent

Dear Arunya.R,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67127**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear IRFANUDEEN.M,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67128**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear JANANI S,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67129**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **KRISHNAVENI.B,**

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67130**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in dark ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **KUBERAN.S**,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67131**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear MAHADEVAN.R,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67132**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **MANIVANNAN N,**

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67133**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in dark ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **MOHAMED NASEEM.A**,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67134**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **MOHAMED SYED IBRAHIM.H,**

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67135**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **MUGESH KUMAR.M,**

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67136**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in dark ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **NAVAJAYA VIGNESH R,**

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67137**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear NIRMALA K,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67138**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in dark ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear Nivetha N,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67139**

Yours truly,
For Hinduja Global Solutions Limited

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear NIVETHA V,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67140**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear PRITHIVI S,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67141**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear RAJALAKSHMI S,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67142**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear RAJASRI.M,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.
2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.
3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67143**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear ROOBHIYA M,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67144**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear SANGAVI C,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67145**

Yours truly,
For Hinduja Global Solutions Limited

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear SARANYA S(27.5.1997),

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.
2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.
3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67146**

Yours truly,
For Hinduja Global Solutions Limited

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear SARANYA S(08.08.1996),

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67147**

Yours truly,
For Hinduja Global Solutions Limited

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **SRIDEVIPRIYA.V**,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67148**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **STALIN V**,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67149**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in dark ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear **SUKANYA G,**

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67150**

Yours truly,
For Hinduja Global Solutions Limited

A handwritten signature in black ink, appearing to read 'James Job', is written over a horizontal line.

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition



Date: 07 June 2019

Letter of Intent

Dear VIJAYALAKSHMI P,

Congratulations on being admitted as a **Trainee** in HGS International Services Private Limited ("HGS ISPL") for a period of days/weeks for our client process, at the training being impacted by HGS ISPL meets the requirements for an Associate level position with our company. Consequently, Hinduja Global Solutions Limited ("HGS") is pleased to offer you an opportunity for employment, subject to the terms and conditions contained in this letter.

1. You shall be required to pass the mandated evaluations and exams and successfully complete the training mentioned above. Your offer of employment with HGS is conditional upon your successful completion of the training program and upon your satisfactory performance in the evaluations and interviews conducted by HGS prior to the issue of a final letter of appointment.

2. This offer is made with the specific understanding that there is no obligation on the part of the HGS to offer you an appointment on completion of the training. This offer letter has been issued with the intention of encouraging you to complete the training program, thereby increasing your chances of being offered a position with HGS. You acknowledge and agree that completion of the training course does not, in and of itself, guarantee an offer of employment from HGS or any of its affiliates or subsidiaries, and any such offer shall be made at HGS' sole and absolute discretion.

3. You will not be entitled to claim any compensation from HGS, or any of its affiliates or subsidiaries, for participation in the training program. You acknowledge and agree that receipt of this conditional offer letter does not make you an employee of HGS and that you will not be entitled to any of the compensation and benefits afforded to an HGS employee unless and until you receive a final letter of appointment from HGS.

Subject to the terms contained herein, HGS conditionally offers you a position with our organization, with a designation of Associate and an estimated salary of **Rs. 1,44,000**. Please ensure that you carry this letter with you for your interview at HGS and present it to the concerned person.

Reference No: **67151**

Yours truly,
For Hinduja Global Solutions Limited

NAME : James Job
DESIGNATION: Vice President-Talent Acquisition

CADD LEADERTM

RefNo: CADD/2019/EGS005

27.06.2019

Appointment Letter

Dear Mr. ABILASH S

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADER™

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



For CADD Leader



RefNo: CADD/2019/EGS004

27.06.2019

Appointment Letter

Dear Mr. AKASH B

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company:
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADER™

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



P. J. Johnson

For CADD Leader



Ref No: CADD/2019/EGS001

27.06.2019

Appointment Letter

Dear Mr. ARAVINTH S

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADDTM LEADER

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



For CADD Leader



Ref No: CADD/2019/EGS009

27.06.2019

Appointment Letter

Dear Mr. BALASUBRAMANIYAN P

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADDTM LEADER

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



R. J. [Signature]

For CADD Leader



Ref No: CADD/2019/EGS003

27.06.2019

Appointment Letter

Dear Mr. KALAIVANAN T

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADDTM LEADER

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



R. J. [Signature]

For CADD Leader



Ref No: CADD/2019/EGS006

27.06.2019

Appointment Letter

Dear Mr. KOORISELVAM K

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADER™

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



P. J. [Signature]

For CADD Leader



Ref No: CADD/2019/EGS010

27.06.2019

Appointment Letter

Dear Mr. MURUGANANTHAM

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADDTM LEADER

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



For CADD Leader



Ref No: CADD/2019/EGS008

27.06.2019

Appointment Letter

Dear Mr. RAGUL

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADER™

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



For CADD Leader



Ref No: CADD/2019/EGS011

27.06.2019

Appointment Letter

Dear Mr. SHAHULHAMEED

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADER™

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



For CADD Leader



Ref No: CADD/2019/EGS012

27.06.2019

Appointment Letter

Dear Mr. SIRAJ

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADDTM LEADER

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



P. J. [Signature]

For CADD Leader



Ref No: CADD/2019/EGS002

27.06.2019

Appointment Letter

Dear Mr. SMILE

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADER™

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



For CADD Leader



Ref No: CADD/2019/EGS014

27.06.2019

Appointment Letter

Dear Mr. ASHOKKUMAR T

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADER™

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



For CADD Leader



Ref No: CADD/2019/EGS015

27.06.2019

Appointment Letter

Dear Mr. AKILAN A

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADER™

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



R. J. John

For CADD Leader



Ref No: CADD/2019/EGS016

27.06.2019

Appointment Letter

Dear Mr. ARAVINTH S

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADD LEADERTM

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



A handwritten signature in black ink, appearing to be "R. J. [unclear]".

For CADD Leader



Ref No: CADD/2019/EGS017

27.06.2019

Appointment Letter

Dear Mr. KINGSON D

We take pleasure to welcome you to the CADD LEADER Family!!

With reference to your application by Placement cell of E.G.S.Pillay Engineering College and subsequent telephonic interviews were held on various days. We are pleased to offer you employment in our organization as **AUTOCAD TRAINEE**; in the future, based on the business exigencies the position may be transferrable to any other location of the company Your employment commencement would be with effect from **1st July 2019** on the following terms and

Conditions:

1. You shall be employed with our company as an **AUTOCAD TRAINEE**.
2. The compensation benefit to this offer will be paid salary of **Rs.130000/-** per annum.
3. You will report to **Mr S.Anath Kumar Head - Designing Department at CADD LEADER**.
4. You are expected to maintain a high standard of conduct and excellence in your assignments.
5. You shall discharge your duties and responsibility faithfully and do the best of your ability and talent.
6. Unauthorized absence will lead to discontinuance of service which will be treated on par with disciplinary action and necessary action will be taken by the company against you.
7. Post confirmation, if you wish to discontinue your services you'd have to serve the notice period of two months or pay equivalent two month's salary. No notice is necessary for the event of termination by the company on account of misconduct
8. You will be required to execute an Employee Undertaking and other related agreements, as a part of the terms and conditions of your employment with our company.
9. The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

CADDTM LEADER

Compensation Details

| Compensation Elements | Per Annum(Rs) |
|-----------------------|-------------------|
| Basic Salary | 65000 |
| House rent allowance | 32500 |
| Other Benefits | 32500 |
| Sub Total | 130000 |
| <i>Deductions</i> | |
| PF | 7800 |
| ESI | 2400 |
| TOTAL | 1,19,800/- |

We wish you all the very best and a hearty welcome you to our Company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

Thanks & Regards



R. Johnson

For CADD Leader